

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

**THE COUNTY OF ERIE, THE ERIE COUNTY
MEDICAL CENTER CORP., THE ERIE COMMUNITY
COLLEGE & THE BUFFALO AND ERIE COUNTY
PUBLIC LIBRARY SYSTEM**

and

**THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.,
LOCAL 1000, AFSCME, AFL-CIO**

On behalf of the

**CSEA ERIE COUNTY UNIT 6700 OF THE CSEA
ERIE COUNTY LOCAL 815**



January 1, 2017 through December 31, 2022

**Including the Sub-Bargaining Agreement by and
between the Civil Service Employees Association and the
Erie County Medical Center Corporation Covering
January 1, 2018 through December 31, 2022**

Denise Szymura, President



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LEGISLATIVE REVIEW

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

STATEMENT OF PURPOSE

It shall be the policy of the County of Erie and the purpose of this agreement to promote harmonious and cooperative relationships between the County of Erie and its employees, and to protect the public by assuring, at all times, the orderly and uninterrupted operations and functions of government. This agreement is made between the County of Erie, hereinafter referred to as the "Employer" and Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Erie Unit of Local 815, hereinafter referred to as the "CSEA".

WHEREAS, it is the intent and purpose of the parties hereto set forth herein the basic agreement governing wages, hours of work and other conditions of employment to be observed by the parties hereto.

Now, therefore, it is mutually agreed as follows:

ARTICLE I RECOGNITION

Section 1.1: The employer agrees that the Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO, Erie Unit of Local 815 as the certified union, and shall be the sole and exclusive organizational representative for all individuals described in Section 4 of Article II for the purpose of collective bargaining and processing grievances.

Section 1.2: The CSEA agrees that it will not interfere with, coerce, or intimidate any employee into joining the CSEA. The CSEA recognizes that no employee is required to join a union, but that every employee has a right to choose one of his/her own free will as to whether or not he/she will or will not join a union. The CSEA further agrees that there will be no interference with the free right of any employee of the County to enter and leave its facilities and properties unmolested.

Section 1.3: The County agrees that there shall be no discrimination, interference, restraint or coercion by the County on behalf of or against any of its employees because of membership in the CSEA or for engaging in legal union activity.

Section 1.4: The County recognizes CSEA as the exclusive negotiating agent for employees within the designated unit as certified by the Public Employment Relations Board in its Case Number C-2074 and its Case Number CP-1504 in any and all proceedings under the Public Employee's Fair Employment Act.

Section 1.5: The period of unchallenged representative status for CSEA shall be the maximum permitted by the Taylor Law.

ARTICLE II DEFINITIONS

The following terms as used in this Agreement shall have the following meanings only:

1. "County" or "Employer" means County of Erie.
2. "Union" or "C.S.E.A." means Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Erie Unit of Local 815.
3. "Employee" or "Employees" mean only those individuals who hold a full-time permanent, temporary and/or Provisional, Regular Part-Time (20 working hours or more per week), Part-time or Per-diem (less than nineteen (19) working hours per week) positions covered by the bargaining unit herein.
4. "Bargaining Unit" means the certified bargaining unit which is composed of only those employees as defined above in Specification 3 of this Article, all of whose titles appear in Appendix A attached hereto.
5. "Position" means one of the positions included under one class title in the Plan of Class titles and Salary Ranges.
6. "Class" means a group of similar positions included under the same title in the Plan of Class titles and Salary Ranges.
7. "Salary Range" means the range of compensation, from base to step 5, as appearing in the Plan of Class Titles and Salary Ranges.
8. "Job Group" means a group of classes of positions allocated to the same salary range in the Plan of Class Titles and Salary Ranges.
9. "Increment" means the annual increment as provided in the table of increments for Job Groups in the Plan of Class Titles and Salary Ranges.
10. "Increment Step" means the point in the increment scale reached through successive periods of actual service, as designated in Steps 1, 2, 3, 4 and 5 in the Plan of Class Titles and Salary Ranges.

11. "Open Competitive List" means an eligible list resulting from an open competitive civil service examination.
12. "Promotion List" means an eligible list resulting from a promotional civil service examination.
13. "Appointing Authority" means the person or body ultimately responsible for employee selection and appointment within the department (usually the department head) subject to Civil Service Law and any rules promulgated thereunder.
14. "Actual Service" means total time spent actually working in a position including any paid time off and / or leave with pay.
15. "Service" means "Actual Service" as defined above.
16. "Continuous Service" means an uninterrupted period of actual service which includes any authorized leave of absence without pay computed from the date an employee assumes a position with the County. However, a period of actual service in a regular part-time position (20 hours or more per week) shall be credited as 50% of such period for purpose of computing continuous service. An employee's continuous service is interrupted by voluntary resignation, discharge, retirement, assuming a non-regular part-time position (less than 20 hours per week) or layoff. If an employee is rehired within one year or is recalled within two years of layoff or during his/her period of eligibility on a preferred list pursuant to Civil Service Law or reassumes a permanent full-time permanent position after holding a non-regular part-time position without a break in actual service, the interruption in continuous service shall be removed. The period of interruption, however, shall not be included in computing the total period of continuous service. Except as so provided, an interruption shall result in a permanent loss of all continuous service credit.
17. "Seniority" – Except as defined and determined by Civil Service Law for purposes of the provisions therein, seniority means the length of an employee's continuous service, as defined above with the County of Erie, regardless of bargaining unit.
18. "Permanent Vacancy" means an unencumbered, budgeted position covered by the bargaining unit which may or may not be filled within the sole discretion of the Employer.
19. "Department" shall mean that unit of County Government specifically designated as a department under the Erie County Administrative Code as amended from time to time.

20. "Department Head" shall mean the person so designated pursuant to Charter, Local Law, Administrative Rule or resolution of the County Legislature as the head of a department or his/her designee(s) in his respective department, institutions, divisions, bureaus, and/or other administrative units for the purpose of handling grievances.
21. "Continuous Operation Position" – For purpose of Section 14.2 (Traditional Holidays), a continuous operation position shall be defined as a position which is utilized or scheduled on a 24 hour per day basis for seven (7) days per week.

ARTICLE III MANAGEMENT RIGHTS

Section 3.1: Except as expressly limited by other provisions of this Agreement, all of the authority, rights and responsibilities processed by the County are retained by it, including, but not limited to, the right to determine the mission, purpose, objectives and policies of the County; to determine facilities methods, means and number of personnel for the conduct of the County programs; to administer the merit system, including the examination, selection, recruitment, hiring, appraisal, training, retention, promotion, assignment or transfer of employees pursuant to law; to direct, deploy and utilize the work force; to establish specifications for each class of positions, and to classify or reclassify, and to allocate or re-allocate new or existing positions in accordance with law and the provisions of this Agreement.

ARTICLE IV NO STRIKE CLAUSE

Section 4.1: The CSEA further recognizes the status of the County employees as "public employees", and the provisions of law applicable thereto which prohibit strikes, the willful absence from one's position, a stoppage of work or the abstinence, in whole or in part, from the full, faithful proper performance of the duties of employment, for the purpose of inducing, influencing, or coercing a change in conditions or compensation, or the rights, privileges and obligations of employment.

Section 4.2: The CSEA further recognizes that any public employee who engages in said acts is subject to the penalties provided under State Law.

Section 4.3: The CSEA shall not engage in a strike, nor cause, instigate, encourage or condone one. In the event a strike or work stoppage occurs, the CSEA shall exert its best efforts to prevent and terminate the same.

ARTICLE V DUES, CHECKOFF, AGENCY SHOP & UNION INSURANCE PROGRAM

Section 5.1: A bargaining unit member desiring to become a member of the Union may execute a written authorization upon an appropriate form. Upon

receipt of the authorization from a bargaining unit member, the County shall, pursuant to the authorization, deduct from the wages of a bargaining unit member regular membership dues each month.

Section 5.2: The County, following each pay period from which those deductions are made, will transmit the amount so deducted to the Union or its designated agent within thirty (30) days. All transmittals shall be sent out by a listing of the members from whom the deductions have been made and the amount deducted from each to:

Civil Service Employees Association, Inc. 143 Washington Avenue,
Albany, New York 12210 or to an address of its designated agent, which
the aforementioned Association provides the County.

Section 5.3: The Union shall certify to the employer in writing the current rate of membership dues and shall give the employer thirty (30) days' notice prior to the effective date of any changes.

Section 5.4: A deduction authorized by a bargaining unit member shall continue as long as so authorized unless and until a bargaining unit member notifies the Personnel Commissioner of the County of Erie of his/her desire to discontinue or to change such authorization in writing and by registered mail and the County shall forward a copy of the bargaining unit member's notification to the Union.

Section 5.5: Agency Shop. In addition, during the term of this Agreement, deductions shall be made from the wages of a bargaining unit member who is not a member of CSEA, in the amount equivalent to the dues levied by CSEA. Such amount shall be deducted on a bi-weekly basis and shall be transmitted at the same time and to the same office as set forth in Section 5.2 above. The Union agrees to hold the County safe and harmless because of said deductions.

Section 5.6: If, through inadvertence or error, the County fails or neglects to make a deduction which is properly due and owing from a bargaining unit member's paycheck, such deduction shall be made from the next paycheck of the bargaining unit member and submitted to the collective bargaining representative. The county shall not be liable to the collective bargaining representative, bargaining unit member or any party by reason of the requirements of this article of the Agreement for the remittance or payment of any sum other than that constituting actual deductions made from employee's wages earned.

Section 5.7: The CSEA shall have the right to designate an insurance representative to visit an individual bargaining unit member covered by this Agreement, on the job, for the purpose of explaining the insurance protection of a CSEA sponsored insurance program.

Only one such visit per bargaining unit member per contract year shall be permitted and only after receiving prior approval from the bargaining unit member's department head or his/her designee, and in no event shall such visit exceed one-half hour in duration.

The designation of insurance representative shall be in writing sent to the appropriate County official, on the effective date of this Agreement, and shall subsequently be renewed from year to year during the term of this Agreement setting forth the specific names and addresses of such insurance representatives. In no event shall there be more than two representatives designated in any one year. Failure on the part of the Union and/or its insurance representatives to comply with the provisions of this section shall release the County from any obligation provided in this section for the remaining term of this Agreement.

Such insurance representatives shall be permitted to attend new-employee orientation sessions.

Section 5.8: Any employee who is a member of CSEA and who is promoted, transferred, reassigned, temporarily laid off or removed from the payroll for other reasons and then returns to employment or whose status is otherwise changed, shall continue on County payroll deduction records as a dues paying member unless the employee authorizes a change in writing in accordance with Section 5.4 or Article V of this contract.

Section 5.9: Insurance Carriers. The County agrees that no insurance carriers shall be permitted to offer insurance programs to CSEA members on County property unless such authorization and permission existed prior to January 1, 1981 and no change in existing programs shall be permitted, nor shall any company be allowed to introduce new programs unless the CSEA and the County mutually agree to such change in any existing program or the introduction of a new program. It is agreed and understood that this provision pertains only to the type of insurance programs which are presently or which may be offered to its members by CSEA, which shall include but not be limited to the Master Plan.

ARTICLE VI BULLETIN BOARD

Section 6.1: The union shall provide and Erie County shall install one lockable bulletin board in each of the following locations only:

Rath Building:	Floors: 1,3, 4, 6
290 Main Street:	Floors: 3, 5, 6
Hens and Kelly Building:	Floors: 1, 3, 6
768 E. Ferry Street (Detention)	
43 Court Street:	Second Floor

92 Franklin Street
Central Police Services
Probation Department
Central Library
ECMCC:
ECC South Campus:

First Floor

Ground Floor & Second Floor
Second Floor

Section 6.2: These bulletin boards shall be for the purpose of posting bulletins, notices and material issued by CSEA, which shall be signed by the designated official of CSEA or its appropriate local. There shall be no bulletin board space reserved exclusively for the use of any other employee organizations except employee organizations which have been certified or recognized as the representative for collective negotiations of other County employees at such locations. No such materials shall be posted which is profane or obscene, or defamatory of the County or its representatives or which constitutes election campaign material for or against any person, organizations or faction thereof. Locks and keys for these bulletin boards shall be provided by and shall be the sole and exclusive responsibility of the CSEA.

ARTICLE VII ACCESS TO EMPLOYEES

Section 7.1: Every month during the duration of this Agreement, the County will furnish the Union a list of new employees in the bargaining unit in addition to any change of address of current employees in the unit. Such list of new employees shall contain the name, address, position and salary level. It is understood that it is the obligation of an employee to notify the County immediately of any change of address, phone number, name, marital status. Failure to do so may result in disciplinary action taken against the employee. This information will be held in strict confidence and will not be used to harass any employee.

Section 7.2: Six months prior to the termination date of this Agreement, the County shall furnish the Union a list of employees in the bargaining agreement, setting forth their names, positions and salary level.

Section 7.3: Six months after the signing of this Agreement, the County agrees to provide job descriptions of all positions covered by this Agreement to the President of Erie Unit of C.S.E.A. Local No. 815 and annually thereafter during the term of this Agreement. For any new job titles within the bargaining unit created during the term of this agreement, the Union President shall be provided a copy of such job description within thirty calendar days after an employee is appointed to such new position.

ARTICLE VIII MEETING PLACE

Section 8.1: CSEA is accorded the privileges of use of meeting space in County-owned or leased buildings with the following restraints: The meeting shall be limited to the CSEA Executive Committee and not to exceed 25 persons and to be held not more than once a month; the meetings shall be held an hour before or one hour after the normal working day or during the lunch period and shall be prearranged with the Department Head.

ARTICLE IX TIME OFF FOR UNION BUSINESS

Section 9.1: The County agrees that during working hours on its premises for reasonable periods of time without loss of pay or benefits, CSEA officers and properly designated CSEA representatives shall be allowed to investigate and process grievances; also have access to employees during working hours to explain CSEA membership, services and programs under mutually developed arrangements with department or agency heads, and shall be limited to no more than fifteen minutes per employee per month.

Section 9.2: The County agrees to grant time off with pay to employees who are designated by the Union President to attend CSEA meetings to a total of one hundred days per year.

Section 9.3: It is hereby deemed to be in the best interest of the County and CSEA that the Union President and the Chairman of the Grievance Committee of the Union, if they are County employees, shall be allowed reasonable periods of time, without loss of pay or benefits, to engage in union business.

Section 9.4: The County agrees to grant time off with pay to employees who are designated by the Union President who are serving in a CSEA Statewide Committee to attend such committee meetings, not to exceed an aggregate of fifteen (15) working days per contract year.

Section 9.5: Employee representatives shall be designated to the County in writing by the CSEA.

Section 9.6: Section Presidents shall be allowed time off for Union business as follows:

Section	Time Off/Hours Per Week
Social Services	20
Erie County Medical	20
Health	15
Downtown	15
Terrace View	6
Education	8

County Clerk/Legal	15
Unit Secretary	15
Unit Treasurer	8
Political Action Chair	8

It is agreed and understood that Section Presidents when using leave as provided under this provision, shall sign-out before leaving their work station and shall sign-in upon returning to their work station from union business if one (1) hour or more remains in their work day. The time off denoted above is intended to indicate the maximum hours allowable per week, and it is agreed and understood that only union business will be conducted during the sign-out period. It is furthermore agreed and understood that the President of the Erie Unit, Local #815, Civil Services Employees Association, Inc., may change the number of hours set forth above as the needs of each Section(s) changes, to a maximum of twenty (20) hours per week per section and a maximum of one hundred and thirty seven (137) hours per week. If a change in the number of hours allotted a Section(s) or the Unit Secretary should occur, the President of the aforementioned unit shall notify the Director of Labor Relations two (2) weeks before the change is to be implemented.

ARTICLE X LABOR-MANAGEMENT COMMITTEE MEETINGS

Section 10.1: Labor-Management Committee meetings will be held on a monthly basis within all County Departments which have employees covered under this Agreement. The Committee shall consist of the Department Head (or his designee), the Union Section President and any other department or union representatives as previously agreed to by both the Department Head and the Union Section President, not to exceed two (2) in number on each side. In addition, the County Director of Labor Relations and/or the Labor Relations Specialist may be requested by either party to attend.

Such employee representatives (three in number) shall give sufficient advance notice to their immediate supervisor that they are leaving their work area to attend the department's Labor Management Committee meeting. It is agreed and understood that the employee representatives of the bargaining unit shall suffer no loss of time and pay in the event such meeting falls within their regular scheduled work hours.

An agenda of items, if any, to be discussed at the meeting will be exchanged at least seven calendar days before such meeting.

ARTICLE XI JOINT SAFETY COMMITTEE

Section 11.1: Recognizing that a safe operation is of substantial benefit to both the County and employees, the County and Union mutually agree that there shall be a Joint Safety Committee, consisting of two (2) County

representatives, and two (2) Union representatives, appointed by the Union President who are County employees. Such Committee shall meet on a quarterly basis during the term of this Agreement for the purpose of discussing problems arising in this area and shall mutually make advisory recommendations when it is mutually deemed necessary.

It is agreed and understood that the Union representatives shall suffer no loss of time and pay in the event such meeting falls within their regularly scheduled work hours.

Section 11.2: Departmental Safety Committees shall consist of both management employees and union employees in equal numbers. In each department where employees who are represented by the Erie Unit Local 815, CSEA work, there shall be at least one member of CSEA, Erie Unit of Local 815, appointed to the Departmental Safety Committee. All such appointments shall be made by each Section President.

Section 11.3: Any safety or health problem which involves an immediate hazard to the safety and health of employees shall immediately be reported to the Chairman of the Departmental Safety Committee, the Department Head and the appropriate bargaining unit representative(s) on the committee, who shall immediately investigate the condition to determine if such a hazard exists.

The department head shall take any action he/she deems necessary to ensure the safety and health of the employees in the area, and shall immediately notify the CSEA steward for his/her department of the potential hazard and any corrective action to be taken.

Section 11.4: The County shall provide such safety equipment as necessary to perform all County jobs correctly and safely. All employees shall utilize all safety equipment provided and failure to do so shall be grounds for disciplinary action.

ARTICLE XII EQUAL OPPORTUNITIES

Section 12.1: The employer and the CSEA realize a responsibility to promote and provide equal opportunities for employment. It shall be the positive and continuing policy of the employer and the CSEA to assure an equal opportunity in employment regardless of race, color, religion, sex or national origin.

ARTICLE XIII HOURS OF WORK

Section 13.1: A normal work day shall not exceed eight (8) consecutive hours in any twenty-four (24) hour period and usually consists of an 8 hour shift between the hours of 7:00 a.m. – 5:00 p.m. The normal work week shall not exceed forty (40) hours.

Section 13.2: All full-time employees covered by this agreement shall receive a one (1) hour lunch period except in positions of a nature requiring emergency or continuous service. If an employee actually receives less than an hour for lunch on a regular basis for nine (9) or more cumulative months of the employee's prior anniversary year, he/she shall have the option of being paid the sum of \$275.00 within thirty (30) calendar days following the anniversary date or he/she shall be credited with three (3) compensatory days on the employee's anniversary date. If any such employee wishes to change their option they must notify their department head or his/her designee, in writing, no later than September 1st to be effective in the next calendar year. This one (1) hour lunch provision does not apply to bargaining unit employees employed by the Erie County Medical Center Corporation (ECMCC). ECMCC employees should consult Appendix A of this Agreement for their paid lunch provision.

Section 13.3: The three (3) compensatory days are not cumulative from year to year and any unused compensatory days shall be added to an employee's accumulated sick leave bank at the end of the employee's anniversary year. This addition does not extend the permissible accumulation of sick leave beyond the maximum permitted under this agreement.

Section 13.4: All employees' work schedules shall provide for a fifteen (15) minute rest period during each 1/2 day shift.

Section 13.5: In the event the employer deems necessary any change in the work week or shift assignment, the employee and the Section President will be notified seven (7) calendar days in advance of the proposed change except in emergency situations.

Section 13.6: Shift Differential Pay

- (a) A one dollar and twenty cents (\$1.20) per hour shift differential will be granted to all employees on the second shift (i.e. Afternoon shift) and a one dollar and fifty cents (\$1.50) per hour shift differential will be granted to all employees on the third shift (i.e. Midnight shift) for every hour actually worked on such shifts.
- (b) For twenty-four (24) hour operations, normally the second shift begins at 3:00 p.m. and terminates at 11:00 p.m., while the third shift begins at 11:00 p.m. and ends at 7:00 a.m. When an employee works for (4) hours or more into the second shift, he/she will be paid for all hours worked in the second shift. Employees that work non-traditional schedules differing from the second and third shifts specified above (e.g. 10 hour or 12 hour shifts) shall receive shift differential for all hours that fall into either the second, third or both

shift definitions. For example, if an employee is scheduled from 2:00 p.m. to 12:00 a.m., the shift differential would be \$1.20 for 3:00 p.m. to 11:00 p.m. and \$1.50 for 11:00 p.m. to 12:00 a.m.

- (c) Shift differential will be paid to employees for actual hours in accordance with the above provisions.
- (d) All cash payments for employees who are entitled to shift differential and who work overtime shall be made not later than the next regular payroll check.
- (e) A traditional day usually consists of an 8 hour shift between the hours of 7:00 a.m. – 5:00 p.m.; employees who are scheduled (involuntarily) to work a full hour or more beyond their normal shift shall be paid the appropriate shift differential as provided in subdivision (a) of this section for all full hours worked.

Section 13.7: Flexible Time Scheduling

Each Department Head shall have the authority to provide for flex time scheduling within his/her Department. It is understood, however, that no such scheduling shall occur without the concurrence of the employees affected. It is further understood that the Department head is not obligated to agree to flex time scheduling on an employee by employee basis and may insist that any such scheduling changes include coverage during the hours he/she deems necessary. Finally, both parties may request to return to a regular as opposed to a flex time shift upon seven (7) days' notice prior to the start of a pay period and it shall be granted.

Flex shifts shall include four (4) core or required hours. These hours shall be from 10:30 a.m. to 2:30 p.m. There will be a one (1) hour lunch period permitted to be taken between 11:00 a.m. and 3:00 p.m. usually taken half way through the shift. The other four hours which are necessary to complete an eight (8) hour work day shall begin at 7:30, 8:00, 8:30, 9:00, 9:30, 10:00 and 10:30 a.m.

Employees will receive two (2) fifteen (15) minute breaks usually taken as follows: one in the first half of the shift and the other in the second half. Employees shall work at least one (1) full hour into each half before taking a break.

Flex time shift shall be offered on a Seniority basis.

Flex time scheduling shall not apply to twenty-four (24) hour a day facilities except in those areas which operate less than 24 hours a day.

Bargaining unit members employed by ECMCC must consult Appendix E of this Agreement on the subject of Flexible Time Scheduling.

Section 13.8: The employer shall provide part-time employees with their scheduled with at least seven (7) days advance notice. Once the schedule for a part-time employee is posted, it cannot be changed without the consent of the effected part-time employee.

Section 13.9: If a part-time employee is scheduled to work four (4) hours or more on a workday, a fifteen (15) minute break shall be provided. If a part-time employee is scheduled to work six (6) hours ore more on a workday, a thirty (30) minute unpaid lunch shall be required.

ARTICLE XIV HOLIDAYS

Section 14.1: The following holidays shall be observed by all employees in this bargaining unit as paid holidays:

- | | |
|--------------------------------|------------------|
| 1. New Year's Day | 7. Labor Day |
| 2. Martin Luther King, Jr. Day | 8. Election Day |
| 3. President's Day | 9. Veterans Day |
| 4. Good Friday | 10. Thanksgiving |
| 5. Memorial Day | 11. Christmas |
| 6. Independence Day | |

Effective January 1, 2014, Columbus Day has been eliminated as a paid holiday. In return, each employee (excluding Employees of the Erie Community College (ECC) and the Buffalo and Erie County Library system) hired on or prior to August 7, 2014 shall receive one (1) additional personal leave day each year.

Effective January 1, 2014, for employees of the Erie Community College (ECC), both Election Day and Columbus Day have been eliminated as paid holidays. In return, each ECC employee hired on or prior to August 7, 2014 shall receive one (1) additional personal leave day each year. Additionally, all ECC employees (regardless of date of hire) shall receive the Day after Thanksgiving as a recognized paid holiday each year.

Effective January 1, 2014, for employees of the Buffalo and Erie County Library System, both Election Day and Columbus Day are eliminated as paid holidays. In return, all such employees hired on or prior to August 7, 2014 shall receive an additional two (2) personal leave days each year.

Employees of the Erie County Medical Center Corporation (ECMCC) should consult Appendix A of this Agreement on the subject of paid holidays.

Section 14.2: If any of the aforementioned holidays falls on a Saturday the County will observe the holiday on the prior Friday. If a holiday falls on a Sunday, the following Monday will be observed as the holiday.

Section 14.3:

- a.) An employee who is required to work on a day celebrated as a holiday as provided in this Agreement, will be paid his/her regular straight time pay plus one & one-half times (1.5x) his/her straight time hourly rate for every hour actually worked on such holiday, except when an employee elects compensatory time off as provided under Section 16.10 of Article 16 of this contract. Licensed Practical Nurses shall be granted the option of cash payment for holiday work, or they may select compensatory time off as provided herein.

Any employee who works in excess of eight (8) hours on a holiday or a day celebrated as a holiday shall receive double time (2x) their regular hourly rate for all hours worked over eight hours on such holiday.

Section 14.4: Notwithstanding the conditions set forth in Section 14.2 of Article 14, employees who work in a County operated facility which has a continuous schedule of 24 hours per day for 7 days per week and work in continuous operation positions as defined in Article 2 (Definitions), shall celebrate all holidays on the actual calendar date on which the holiday traditionally falls.

Any employee who has a day off on the day on which a traditional holiday is celebrated, shall receive another day off for such holiday.

Section 14.5: Part-time employees shall not be entitled to the Holiday benefits covered under this Article 14 of the Agreement.

ARTICLE XV VACATIONS

Section 15.1: Every effort will be made to grant employees their vacation at the requested time subject to their department's responsibility to maintain work coverage and efficient operations for service to the public.

Section 15.2: Vacation credits will accrue and be available for use on a bi-weekly pay period basis for full-time employees after the first pay period of employment providing they are on a compensable pay status for 40 or more hours (5 or more working days) each pay period. Vacation credits will be granted by pay period in accordance with the following schedule:

Service	Rate Per Pay Period	Rate Per Year
From date of employment thru completion of two years of service	3.08 hours	10 days

From the second year anniversary date thru completion of nine years of service	4.62 hours	15 days
From ninth year anniversary date thru completion of Sixteen years of service	6.16 hours	20 days
From sixteenth year anniversary date thru completion of the 25th anniversary	7.70 hours	25 days
From the 25th anniversary date thru successive years of service	9.23 hours	30 days

Section 15.3: County Department Heads will establish vacation periods, schedules and vacation units based on their work requirements. The scheduling of vacations shall be based on seniority of the employee subject to 15.1 above. Employees may, with the prior approval of the Department Head, utilize vacation allowances as may be convenient to departmental operations, but not less than in units of one (1) hour.

Section 15.4: Vacation credits may be accumulated up to a maximum of twenty-five (25) vacation days. An employee shall take his/her vacation during the anniversary period after which it is earned, except that he/she may place up to a maximum of 25 earned days in a vacation bank. With the approval of his/her Department Head or immediate supervisor, an employee may take vacation days as they are accumulated in accordance with Section 15.2 of this Article.

Section 15.5: Vacation pay shall be the regular straight time rate of pay in effect for the employee's regular position at the time he/she takes his/her vacation.

Section 15.6: Employees shall be eligible to sell back up to sixty (60) hours of vacation each year, in as little as one (1) hour blocks. Such employees must have at least eighty (80) hours of vacation leave in their bank and notify their supervisor by September 1st of each year that they wish to sell vacation hours. Payment for such sell back shall be made in payroll period 24.

Section 15.7: If a holiday occurs during an employee's vacation, the holiday will not be charged against vacation credits. An employee on paid sick leave, jury duty, paid military duty, paid vacation time or full pay status will be considered as time worked in determining vacation credits.

Section 15.8: If an employee is promoted or transferred to another County department, vacation credits will be transferred.

Section 15.9: An employee who resigns, retires, or is laid off prior to taking his vacation, shall be compensated for the accumulated vacation credits. The employee's estate will receive compensation for an employee's unused vacation in case of the death of an employee.

Section 15.10: A leave of absence without pay or a resignation followed by a reinstatement or rehire in any position in the County services within one year shall constitute an interruption of service for the purposes of this provision; provided, however, that the period of leave without pay between resignation and reinstatement, shall not be counted in determining vacation credits per year or rate per month.

Section 15.11: Part-time employees shall not receive paid vacation benefits under the terms of Article XV of this agreement. However, once per year, upon request, part-time employees shall be allowed one (1) workweek without any hours being scheduled and subject to departmental need and approval, thirty-eight (38) hours may be scheduled in the corresponding workweek in the same pay period in order to accommodate a work-free week without loss of pay.

ARTICLE XVI OVERTIME

Section 16.1: This article is intended only as a basis for calculating overtime payments, and nothing in this article shall be construed as a guarantee of overtime hours per day or per week.

Section 16.2: Overtime work shall be distributed equally to employees working within the same job classification within a department or unit subdivision. The distribution of overtime shall be equalized over each calendar quarter. Bargaining unit employees employed by ECMCC must consult Appendix A of this Agreement on the subject of overtime distribution, cancelation and emergency mandation.

Section 16.3: For the purposes of equal distribution of overtime, any employee who refuses overtime shall be credited with that overtime, as if the overtime had been worked.

Section 16.4: On such occasion, the opportunity to work overtime shall be offered to the employee within the job classification who has the least number of overtime credits at that time. If the employee does not accept the assignment, the employee with the next fewest number of overtime hours to his/her credit will be offered the assignment. This procedure shall be followed until the required employees have been selected for the overtime

work or until the list is exhausted. It is agreed and understood, employees may refuse overtime except in recognizable, emergency situations.

Section 16.5: A record of overtime hours which have been worked and which have been credited by refusal, shall be posted on the departmental bulletin board monthly, with a copy to be given to each section president.

Section 16.6: All employees who actually work over eight (8) hours in any workday, or forty (40) hours per week shall be paid time and one-half times such employee's straight time hourly rate, for all hours worked in excess of eight (8) hours in any workday or forty (40) hours per week. Excluded from computation of forty (40) hours per week to be worked for purposes of the overtime premium of time and one-half are all sick leave and personal leave days. All other paid leave time, including paid lunch hours and compensatory time shall be counted as time worked.

Section 16.7: An employee required to work four (4) hours following his/her regular full day shift shall be granted if requested, up to one-half hour off with pay for the purpose of eating. A similar one-half hour may be granted, if requested, preceding each subsequent four (4) hour period of time to be worked. Such one-half hour shall be deemed as time worked for overtime purposes.

Section 16.8: An employee will not be sent home during his/her regular shift for the purpose of being recalled to work another shift which begins at the end of the employee's regular work shift.

Section 16.9: All cash payments for overtime shall be made no later than the next regular payroll check.

Section 16.10: Each employee covered under this contract may request in writing compensatory time off in lieu of cash payment for overtime worked in accordance with the limitations provided in this section. Each employee who requests compensatory time in writing shall be granted the right to accumulate such time up to a maximum of eighty (80) hours. The written request must be filed with the department head by the third Monday in January of the year the employee elects to take compensatory time in lieu of cash payment for overtime, or upon the employee's initial hire. The election to take compensatory time shall remain in effect until the employee revokes it. Revocation may only occur during the month of December in each year. Any employee who revokes his/her request for compensatory time, shall be paid for overtime hours worked as provided in this Article XVI. New employees shall be paid cash for overtime until the third Monday of January of the year following their date of hire, at which time they shall be eligible to select compensatory time as described above.

Each employee who desires compensatory time off shall accumulate the aforementioned time at the rate of time and one-half (1 -1/2) for each hour or part thereof worked. The maximum number of overtime compensatory hours that may be accumulated by an employee at any one time is eighty (80) hours. This amount shall exclude all compensatory time earned for lunch hours, as provided in Section 13.3 of Article XIII of this contract.

The rate of one and one-half (1-1/2) hours of compensatory time for each hour of overtime work shall apply only to time worked in excess of forty (40) hours per week or EIGHT (8) HOURS PER DAY as set forth in Section 16.6 of this Article XVI and to holidays as provided in Section 14.3 of Article XIV of this contract. Overtime hours shall be distributed equally among all employees according to the appropriate sections of this Article XVI and the selection of employees to work overtime shall not be affected by nor controlled by the employee's choice of the method of payment for such time.

Section 16.11: Employee's shifts shall not be changed to avoid working casual overtime. However, if operational requirements cause a shift in the work load resulting in constant overtime for a period of more than forty-five (45) consecutive working days, work schedules may be changed per Article XIII, Section 13.6 to adjust to the new work load and/or operational requirements to eliminate such constant overtime.

Section 16.12: Exceptions to the payment of time and one-half for overtime are as follows:

1. Employees who are required to have a Medical Degree.

Section 16.13: Regardless of job duties performed during overtime work, Board of Election employees shall receive one and one-half times their regular rate of pay for all overtime work.

Section 16.14: Overtime Distribution at the Auto Bureau Offices:

- (a.) Overtime will be offered to full-time CSEA Erie Unit of Local 815 employees first. The administration of the County Clerk's office will make every effort to provide a minimum staffing ratio of at least two-thirds to three quarters full-time employees to one-third to one-quarter part-time employees for all evening hours.
- (b.) If not enough full-time CSEA Erie Unit of Local 815 employees volunteer to work evening hours, then part-time employees will be utilized to properly staff the offices.
- (c.) If insufficient overtime monies exist, then employees will earn 1-1/2 hours compensatory time for each overtime hour worked.

(d.) Compensatory time earned for evening overtime will be taken within sixty (60) days.

(e.) This section applies to the Erie County Auto Bureau offices only.

ARTICLE XVII SICK LEAVE

Section 17.1: Sick Leave Allowance

All full-time permanent employees in the bargaining unit shall earn sick leave credits immediately upon entering the service of the employer at the rate of 4.62 hours per pay period. For purposes of calculating sick leave credits and charges, one work day equals eight hours. Any employee who does not use more than one day sick leave per year shall receive a non-cumulative sick leave bonus of five-hundred dollars (\$500.00) on their anniversary date. An employee may accumulate sick leave up to a maximum of 225 days or 1800 hours. For employees hired after August 7, 2014, the maximum amount of sick leave that an employee may accumulate shall be 300 days or 2400 hours.

ECMCC employees hired after March 6, 2013 may accumulate 300 days or 2400 hours.

Temporary employees and provisional employees without permanent status will not earn sick leave credits until after the completion of six (6) months of continuous service.

Section 17.2: Reasons for Granting Sick Leave

Sick Leave with pay shall be granted by the County to an employee, when incapacitated or unable to perform the duties of his/her position by reason of:

1. Sickness or injury.
2. Serious illness in the employee's immediate family, requiring care and attendance of employee. Immediate family shall include, parent, spouse, brother, sister, child or grandparents; or other relative who is an actual member of the employee's household. For absence of two consecutive days or more, a certificate or affidavit issued by the attending physician certifying to the necessity for the attendance of the employee shall be filed with the Commissioner of Personnel or his/her designee and sick leave for this purpose shall be granted only with his/her approval.
3. Quarantine regulations.
4. Medical or dental visits.
5. Maternity

Section 17.3: Sick Leave Credits and Charges

- (a) A credit for sick leave under this provision shall be allowed at the rate of 4.62 hours per pay period for each pay period during which the employee shall have been on a full pay status for at least fifty percent (50%) of the working days of that pay period. It should be noted that this is comparable to the previous earning rate of one and one-quarter (1-1/4) working days per month/fifteen (15) days per year, and has been converted to a pay period basis to facilitate accounting and payroll procedures while at the same time enabling employees to be advised of their current sick leave balances on a continuing regular basis.
- (b) Charges against sick leave credits due to employee usage shall be comparable to past procedures, ie, where a full day was charged in the past, this will now be an eight (8) hour charge against the employee's sick leave balance. Where half a day was charged in the past, four (4) hours will be charged against the employee's sick leave balance. It is agreed and understood that sick leave may be utilized in one (1) hour increments. Requests for use of sick leave shall be submitted on the prescribed County form.

Section 17.4: Extended Sick Leave

- (a) An employee who has completed the years of continuous service indicated below may receive such additional sick leave with pay as may be recommended by the employee's Department Head and approved by the Commissioner of Personnel, but no such additional sick leave shall be approved by the Personnel Commissioner in excess of: Fifteen (15) continuous years of service – five (5) months in addition to the sick leave accumulated by such employee.
- (b) No credit for sick leave, personal leave or vacation shall be earned during the period of extended sick leave with pay, granted in accordance with this section.
- (c) Employees shall be eligible for the additional period of sick leave granted in accordance with this provision until the levels of extended sick leave to which they are entitled have been exhausted.
- (d) No extended sick leave with pay will be granted until all other accumulated leave time has been used.
- (e) There will be no extended sick leave unless there is a prognosis that sets forth that it is expected that the employee will return to full time employment.

Section 17.5: Reporting Time

- (a) In case of absences, the time for reporting absences shall be at least one hour before the start of the employee's assigned shift for those

employees whose absence does not require replacement. For those employees who are in a position that require replacement in cases of absence, the required reporting time shall be two (2) hours. In case of failure to report within the stated time limits, unless for reasons satisfactory to the employee's department head or his/her designee, the absence shall not be deductible from sick leave and shall be considered as time off without pay.

For those employees assigned to 24/7 operations, the time for reporting absence shall be at least two (2) hours before the start of the employee's assigned shift.

Bargaining unit employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix A of this Agreement for their absence reporting provision.

- (b) Daily call-in is required each and every day except as outlined in Erie County Personnel Policy and Procedures, Chpt. 7, Sec. 2 Sick Leave issued by the Department of Personnel as amended by the Commissioner from time to time.
- (c) A certificate of affidavit, showing incapacity and inability of the employee to perform his/her duties issued by the attending physician, shall be filed with the Commissioner of Personnel or his/her designee in case of absence of more than five (5) consecutive work days. The Commissioner or his/her designee may check further on any illness regardless of certificate or affidavit.
- (d) If an employee fails to submit proof of illness to the Commissioner when required to do so, the absence shall not be deductible from sick leave and shall be considered as time off without pay.
- (e) If the proof submitted, in the judgment of the Commissioner of Personnel or his/her designee does not justify the employee's absence, such absence shall not be deducted from sick leave and shall be considered time off without pay.
- (f) When an employee is on sick leave and the appropriate reporting form is not received by the Department of Personnel through no fault of the employee, such employee shall be paid the full amount as if said form had been received.
- (g) The County shall notify an employee, whether working or on sick leave, when their accumulated sick leave is less than 40 hours/5 days.
- (h) Once an employee has provided the County with notice of intended resignation or retirement any sick time used shall result in the

reduction of an equivalent amount of vacation time unless the employee submits a Doctor's Certificate.

- (i) No sick time will be allowed without an accompanying Doctor's Certificate on an employee's last work day prior to and/or the first work day in which the holiday is celebrated, or any combination thereof. Only whole sick days are included in this policy and it shall not apply to partial days or hours, extended leaves, or multiple sick days of less than five (5) days. It is understood, however, that management's right to investigate sick leave of any duration is not affected by this section.

Section 17.6: Abuse of Sick Leave Benefits

Abuse of sick leave privileges shall be grounds for disciplinary action. In addition, where an employee's absence is such that the County has reasonable grounds to believe that an abuse of sick leave may exist, such employee will be notified in writing of such suspected abuse and thereafter may be required, regardless of the duration of the absence, to submit a satisfactory doctor's certificate or affidavit indicating the specific nature of this disability and its duration to the Commissioner of Personnel or his/her designee before such absence may be charged against the employee's accumulated sick leave balance. Such notice of suspected abuse shall be a grievable matter. The Union will work cooperatively with the County to reduce and prevent abuses of sick leave.

Section 17.7: Sick Leave Records and Reports

Each department shall maintain an accurate record of the attendance and sick leave status of each employee. A record of the sick leave status of all employees shall be maintained in the Personnel Office. Every payroll before being certified shall bear suitable notations thereon of leaves granted.

Section 17.8: Reinstatement of Sick Leave

When an employee is reinstated into the same position or reemployed in the County bargaining unit within one (1) year following resignation or within two (2) years following layoff, sick leave credits accumulated at time of resignation or layoff shall be restored.

Section 17.9: Medical or Dental Visits

If an employee is required to make visitations during his/her working hours, as shall be determined by the employee's department head or his/her designee upon sufficient proof by the employee, time off for medical or dental visits may be granted by the employee's department head or his/her designee. Such absences may be deducted from accumulated sick leave in units of not less than one (1) hour.

Section 17.10: Sick Leave Bonus

- (a) There will be a six hundred dollar (\$600) bonus for any employee who reaches the maximum of eighteen hundred (1800) hours of accumulated sick leave. Payment of the initial bonus will be in the first paycheck after eighteen hundred (1800) hours is reached.
- (b) Thereafter, an additional bonus of four hundred dollars (\$400) will be earned on the twelve (12) month anniversary date of the initial six hundred dollar (\$600) bonus, provided that the employee maintains the maximum amount of sick leave on that anniversary date and has used five (5) or less sick days during the preceding twelve (12) month period. The additional four hundred dollar (\$400) bonus will be paid in the first paycheck after the anniversary date has been reached and the bonus has been earned.
- (c) As used herein, the term “anniversary date” shall mean the date the employee became eligible for the initial sick leave bonus of six hundred dollars (\$600).

Section 17.11: Criminal Assault

In the event that an employee is necessarily absent from duty as a result of a criminal assault upon his/her person during the course and in the discharge of his/her job responsibilities and duties for the County resulting in an injury for which the New York State Worker’s Compensation Board has allowed benefits as an occupational injury, such employee shall receive up to the first month of such absence with full pay and benefits, without the use of any sick leave credits. Thereafter, he/she shall have all accrued sick leave credits necessarily used during such absence restored upon his/her return to duty.

For purposes of this article and section, criminal assault shall be defined as a physical action taken against an employee by another person with deliberate intent to do bodily harm to the employee. If an injury occurs under the above conditions and any County employee, files legal charges, the physical action taken against the employee shall be considered criminal assault as defined herein regardless of the outcome of the adjudication of the charges filed.

Section 17.12: In cases where a part-time employee is sick and cannot report to work, such leave shall be unpaid. However, subject to departmental need and approval, such employee may flex within a pay period in order to work a day for which they were previously not scheduled.

ARTICLE XVIII PERSONAL LEAVE

Section 18.1: Full-time employees including temporary and provisional personnel, will become eligible for and receive four (4) days personal

leave after one (1) year of continuous service and also become eligible for and receive the same allowances for each succeeding year of employment providing they are on a compensable salary and wage basis for at least six (6) months of continuous service in the preceding anniversary year and otherwise meet all eligibility requirements.

Effective January 1, 2014, Columbus Day has been eliminated as a paid holiday. In return, each employee (excluding Employees of the Erie Community College (ECC) and the Buffalo and Erie County Library system) hired on or prior to August 7, 2014 shall receive one (1) additional personal leave day each year.

Effective January 1, 2014, for employees of the Erie Community College (ECC), both Election Day and Columbus Day have been eliminated as paid holidays. In return, each ECC employee hired on or prior to August 7, 2014 shall receive one (1) additional personal leave day each year. Additionally, all ECC employees (regardless of date of hire) shall receive the Day after Thanksgiving as a recognized paid holiday each year.

Effective January 1, 2014, for employees of the Buffalo and Erie County Library System, both Election Day and Columbus Day are eliminated as paid holidays. In return, all such employees hired on or prior to August 7, 2014 shall receive an additional two (2) personal leave days each year.

Employees of ECMCC should refer to paid holidays in Appendix A.

Section 18.2: Personal Leave is not cumulative from year to year. Unused personal leave credit shall be added to an employee's accumulated sick leave bank at the end of the employee's anniversary year. This addition does not extend the permissible accumulation of sick leave beyond the maximum permitted under this Agreement.

Section 18.3: In order for the department head and/or the immediate supervisor to arrange for adequate work coverage, application for personal leave must be filed by an employee on a prescribed form with the head of the department or immediate supervisor at least five (5) working days in advance when the requested time is four (4) days or more and four (4) working days' notice in advance when the requested time is for three (3) days or less. There shall be no restrictions on when this leave is to be taken unless stated in this article. In cases of emergency, the five (5) or four (4) days of advance notice may be waived by the Department Head. All requests must receive the approval of the employee's immediate supervisor or Department Head and shall not be granted in less than thirty (30) minute units. There shall be no restrictions as to when this leave is to be taken except as reflected in this section. Every attempt will be made to grant the day(s) requested.

Section 18.4: In cases of reinstatement or transfer, as provided under this Agreement, unused personal leave credits shall be restored or transferred.

Section 18.5: Part-time employees shall receive six (6) hours of paid leave time on Christmas Day of each year.

ARTICLE XIX LEAVE BECAUSE OF DEATH IN THE FAMILY

Section 19.1: Bereavement Leave. An employee who has a death in the immediate family (parent, spouse, brother, sister, step-sibling, child, step-child, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, foster child, step-parent, great grandparents, or other relative who is an actual member of the employee's household) shall be given time off without loss of pay up to a maximum of four (4) consecutive working days commencing with the date of death, or the date of memorial services, at the option of the affected employee. However, if the death occurs after the employee reports to work, that day will not be counted as one of the four (4) consecutive working days and upon giving appropriate notice, such employee will be allowed to leave for the remainder of the shift without loss of pay.

Section 19.2: Part-time Employee Bereavement Leave. Upon the death of a covered family member (as defined by Section 19.1), part-time employees shall receive one (1) day of paid bereavement leave following the death, provided that such day is a regularly scheduled work day. Pay shall be the number of hours that the employee was scheduled for.

Upon request, part-time employees may receive further time off for bereavement, however it shall be unpaid leave.

ARTICLE XX LEAVE FOR JURY DUTY

Section 20.1: On proof of the necessity of jury service or attending court for other than personal matters, leave of absence with pay shall be granted to all employees.

Section 20.2: Employees will not be required to report to work prior to or subsequent to the performance of their jury duty.

Section 20.3: When an employee is assigned to the second shift on the day he/she performs jury duty, he/she is to be excused with pay for second shift assignment on that day.

Section 20.4: When an employee is scheduled to work the third shift on the day he/she is to report for jury duty, such employee is to be excused with pay for such third shift assignment.

Section 20.5: It is agreed and understood that the County's legal ability to pay employees on Jury Duty may be affected by state and federal legislation

and that at all times jury duty pay will be paid in accordance with applicable state and federal law.

Section 20.6: Part-time employees shall be covered under all of the benefits contained in Article XX, so long as the jury duty in question is required during dates and times when such part-time employee would be normally scheduled to work.

ARTICLE XXI TIME OFF FOR CIVIL SERVICE EXAMINATIONS

Section 21.1: Permanent employees will be allowed time off with pay to take promotional and open competitive County civil service examinations.

Section 21.2: Provisional employees with permanent status in a lower level position shall be permitted time off with pay to take County examinations in connection with the position in which they are serving.

Section 21.3: When an employee is granted time off pursuant to Section 21.1 and 21.2 above, such employee shall return to work when there are two hours or more left in his/her work day. Employee shall be allowed reasonable travel time.

Section 21.4: Employees shall have all fees associated with County provided promotional civil service examinations waived.

Section 21.5: Part-time employees shall not be covered under the terms of Article XXI.

ARTICLE XXII LEAVE OF ABSENCE WITHOUT PAY

Section 22.1: Application for Leave Without Pay

Application for leave of absence without pay, for any of the reasons cited in this provision, shall be filed by the employee, on the prescribed form, with the head of his/her department. Such application shall state the reasons for the requested leave and duration thereof. If approved by the head of the department, the application shall be submitted to the Commissioner of Personnel and leave of absences shall be granted only when finally approved by the Commissioner of Personnel. It is understood that such employee will be permitted to return to the same class title within the same department.

Section 22.2: Maternity Leave

- (a) Leave. The Commissioner of Personnel or his/her designee shall grant pregnant employees, a leave of absence without pay, upon competent medical proof that such employee is unable to perform her regular duties for the period of such disability, not to exceed one (1) year in duration. For these purposes, the Commissioner of

Personnel or his/her designee may require suitable medical evidence from the employee's physician at such employee's expense and / or may require that the employee be examined by a physician chosen by the County at the County's expense.

- (b) Sick Leave and Vacation Leave. Employees granted maternity leave pursuant to this section shall be permitted to reduce the amount of leave without pay by the use of any and all accumulated sick leave and vacation leave credits as may be available to them.
- (c) Extension. At the request of the employee, and after receiving the recommendation of her department head, the Commissioner of Personnel or his/her designee may grant extension of such leave of absence in accordance with this section.
- (d) When an employee has exhausted all his/her paid leave time and FMLA entitlement, and is on a leave under Section 22.2(a), the employee's health insurance coverage shall be continued for six (6) weeks in the case of a natural birth or eight (8) weeks in the case of a Caesarean section or the end of the leave under Section 22.2(a), whichever is lesser. This provision shall not apply to the continuation of a health insurance waiver payment.

Section 22.3: Substantiation of Request for Sick Leave or Leave without Pay.

A certificate is required from the employee's personal physician specifying:

- 1. The date that the employee is no longer able to carry out all normal assigned duties.
- 2. the expected date of confinement, and
- 3. The date the employee may return to duty shall accompany the request whether it be for sick leave (Form PO-19) or for leave without pay (PO-18).

In those instances, where the duration of certified absence will utilize the employee's sick leave balance, and in addition, a period of leave without pay both the PO-19 and PO-18 should be completed at the same time, and the above certificate used to substantiate both requests.

Section 22.4: Leave Because of Extended Illness

When an employee has exhausted all his/her sick leave credits, and is still incapacitated and unable to perform the duties of his/her position, or if the attending physician has recommended a period of rest and convalescence, the department head shall grant leave of absence without pay for a period not to exceed one (1) year, subject to extension pursuant to County Civil Service Rules, such decision shall not be arbitrary or capricious.

Section 22.5: Leave For War Work

A permanent employee may, at the discretion of the department head, be granted a leave of absence without pay for a period of time, not to exceed one (1) year, to enter the service of the Federal Government or its associated powers in time of war or to engage in war industries for the United States or its associated powers. Such leave of absence, in the discretion of the department head, and with the approval of the Commissioner of Personnel, may be renewed for additional periods, not exceeding one (1) year in each instance without requiring such person to return to his/her position in the Civil Service between successive leaves; provided; however, that no such renewal of a leave of absence without pay shall extend beyond six (6) months after the termination of the war.

Section 22.6: Education Leave For Veterans

Any veteran who is qualified to receive education or training or vocational rehabilitation under the provisions of any Federal or New York State Law, shall be granted leave of absence without pay for the period of such education, or training or vocational rehabilitation, provided that the attendance of the veteran is required at times that will preclude employment in his/her County position. Such leave of absence shall not extend his/her County position. Such leave of absence shall not extend beyond a period of four (4) years, nor beyond the period for which the veteran shall be eligible to continue the education or training or vocational rehabilitation. It shall terminate at any time that the veteran ceases actual attendance at the classes or courses required by the education training or rehabilitation program. A veteran who has been on such leave of absence shall be reinstated to his/her position, provided he/she makes application for such reinstatement within sixty (60) days after the termination of such leave of absence. He/she may be reinstated at any time after such sixty (60) day period and within one (1) year after termination of such leave of absence in the discretion of the department head.

Part-time employees shall be entitled to the Maternity Leave benefits under Section 22.2, the Leave for War Work benefits under Section 22.5, and the Military Leave benefits under Section 22.11, however Part-time employees shall not be covered under the remaining terms of Article XXII.

Section 22.7: Leave for Educational Purposes

On the approval of the department head, permanent employees may be granted leave of absence without pay for a period of one (1) year for the purpose of acquiring additional education and training that will increase the usefulness and efficiency of the employee in his/her position.

Section 22.8: Leave of Absence to Serve Another Position in the County Service.

Leave of absence without pay may be granted by a department head to a permanent employee in the competitive class to enable such employee to serve permanently in another position in the classified class.

A leave of absence shall be granted to an employee to serve in a temporary, provisional or probationary position in the classified class; however, any such leave of absence shall be automatically terminated upon permanent appointment.

Section 22.9: Leave of Absence to Accept Employment Outside the County Service.

Leave of absence shall not be granted to an employee to accept employment outside the County Service.

Section 22.10: Leave for Other Reasons

Leave of absence without pay, for reasons other than those cited in this provision, shall be granted by the department head only in unusual circumstances, which in the judgment of the department head justifies the granting of such leave. Requests for such leave and the recommendation of the department head shall be submitted to the Commissioner of Personnel, and the granting of such leave shall be subject to the approval of the Commissioner of Personnel.

Section 22.11: Military Leave of Absence

1. Any County employee, who is required to render ordered military or naval duty, shall be granted military leave of absence pursuant to the Military Law.
2. Military Leave, pursuant to Section 243 of the Military Law, shall be deemed actual service.

Section 22.12: Political Leave

Any employee who is elected or appointed to an elective public office or who is appointed to a non-elective public office not to exceed four (4) years, shall be granted leave or leaves of absence without pay provided written application is made for such leave specifically outlining the extent of leave requested and the public office elected or appointed to. Leaves of absence to non-elective public office may be granted for a period of one (1) year, but may be renewed. Employees will not accumulate seniority if elected or appointed to a non-County position.

Section 22.13: Denial of Leave of Absence

In the event a request for leave of absence under this provision is denied by a department head, CSEA may petition the Commissioner of Personnel for approval.

Section 22.14: Legal Adoption Leave

In case of legal adoption under Article 7 of the Domestic Relations law, leave shall be granted where the adoptive child is required to reside with the adoptive parents for at least six (6) months prior to an order for adoption being made. In such cases, leave shall be granted for six (6) months commencing from the date the adoptive child begins actual residence with the adoptive parents. The employee shall apply for such leave in writing and shall, whenever possible, provide the employer with legal notices no later than two weeks prior to the commencement of the leave. The two (2) week notification requirement shall be waived in cases of emergency, if it proves to be impossible to give the two (2) weeks' notice.

Section 22.15: Child Rearing Leave

- 1) A continuous leave of absence without pay by reason of the birth of a child within the first year of said child's birth shall be granted to an employee for a period of six (6) months. Paid leave will be substituted for the unpaid leave at the employee's or Erie County's option, where permitted by federal statute, other provisions of this collective bargaining agreement and Erie County policy. Such leave request must be presented in writing to the department head with at least thirty (30) calendar days' notice with no reasonable excuse for the delay, the County may delay the taking of the requested leave until at least thirty (30) calendar days after the date the employee submits his/her request.
- 2) An employee on child rearing leave will notify the department head of his/her intention to return to work at least thirty (30) calendar days prior to expiration of the leave of absence.
- 3) An employee returning to work after a child rearing leave shall return to the same position in the same department the employee left, if available, and shall be returned to the same step the employee occupied when the leave commenced.

ARTICLE XXIII EMERGENCY CLOSING

Section 23.1: In the event the County Executive or his/her designee declares the closing of certain County facilities and/or operations and/or services due to any flood, fire, uncontrolled weather conditions or other causes beyond the

County's control the affected employees will not be charged any accruals or lose any pay for the time closed.

In cases where an emergency closing causes a part-time employee to miss a regularly scheduled work shift, subject to a departmental needs and approval, such employees may be scheduled for another day during that pay period that he/she was previously not scheduled for.

ARTICLE XXIV RETIREMENT PLAN

Section 24.1: The County shall provide the retirement plan known as "The New Career Retirement Plan" - 75-I with riders 60B and 41-J, to all employees in the bargaining unit.

ARTICLE XXV HEALTH INSURANCE

Section 25.1: Available Plans

- (a) Effective upon execution of this agreement, current employees and employees who retire under this collective bargaining agreement, ("future retirees") shall have a single provider for health insurance. Employees shall have a choice among three insurance products: the Enhanced Plan, the Core Plan, or the Value Plan. For ECC employees only, the employer agrees to make available a high deductible plan for those employees choosing that option. Contribution rates for the high deductible plan, if selected by the employee, shall be the same as set forth within. Future retirees shall have the Core Plan, except as indicated in Section 25.5 (1) (2). The health care provisions of the contract are retroactive for eligible employees who retired on or after January 1, 2003.
- (b) The County agrees to continue to provide medical benefits equal to or better than those in existence on the date the 2004-2006 CBA was executed by the parties.
- (c) Bargaining Unit Employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix A of this Agreement on the subject of health insurance coverage and premium contributions.

Section 25.2: Dental Coverage:

The Employer shall provide the GHI Preferred Dental Plan with 100% orthodonture and 100% prosthetics coverage for each employee covered under this contract in accordance with the type of coverage (single or family) desired by the employee. The employer shall pay the full cost of single

coverage and 90% of the cost of family coverage. Any premium cost in this section shall be paid by the employee on a bi-weekly payroll deduction.

The parties shall establish a joint labor/management committee for the purposes of discussing and pursuing modifications and potential enhancements to the current Dental Coverage provided to bargaining unit employees.

Section 25.3: Payment for Health Insurance:

- (a) Commencing January 30, 2018, the employer shall provide all employees hired on or prior to August 7, 2014 with the Value (POS 204) health insurance plan. Such employees hired on or prior to August 7, 2014 shall be required to contribute toward the Value (POS 204) health insurance plan premium through payroll deduction on a pre-tax basis at the following rates:

January 30, 2018 through December 31, 2018

Family Plan	\$65.38 per pay period (26 pay periods per year)
Single	\$23.07 per pay period (26 pay periods per year)

January 1, 2019 through December 31, 2019

Family	\$80.76 per pay period (26 pay periods per year)
Single	\$30.77 per pay period (26 pay periods per year)

January 1, 2020 through December 31, 2020

Family	\$96.15 per pay period (26 pay periods per year)
Single	\$38.46 per pay period (26 pay periods per year)

January 1, 2021 through December 31, 2021

Family	\$111.54 per pay period (26 pay periods per year)
Single	\$46.15 per pay period (26 pay periods per year)

January 1, 2022 through December 31, 2022

Family	\$126.92 per pay period (26 pay periods per year)
Single	\$53.85 per pay period (26 pay periods per year)

The above flat health insurance premium contributions shall never exceed more than fifteen percent (15%) of the total premium costs.

The employer shall provide all employees hired after August 7, 2014 with the Value (POS 204) health insurance plan. Such employees hired after August 7, 2014 shall be required to contribute fifteen percent (15%) of the Value (POS 204) health insurance plan premium through payroll deductions on a pre-tax basis, up to a maximum annual amount of six thousand dollars (\$6,000) for a family plan and two-thousand five-hundred dollars (\$2,500) for a single plan.

- (b) Employees who choose the Enhanced Plan (POS 202) or the Core plan (POS 203) shall pay the difference in cost between their selection and the employer's contractually required contribution to the cost of the Value Plan. (POS 204)
- (c) Employees, regardless of their respective date of hire, shall have the option to choose the Bronze (POS 8200) High Deductible plan. The employer shall contribute one-hundred percent (100%) of the premium cost of the Bronze (POS 8200) High Deductible health insurance plan on behalf of those employees who choose this option.
- (d) The employees will bear the expense, through bi-weekly payroll deductions, of any amount in excess of the employer contribution.
- (e) Open Enrollment: Employees may select from among the insurance plans annually, during the open enrollment period. The open enrollment period will take place after the annual rates are received from the insurance provider.
- (f) The amount payable to employees who waive health insurance coverage as follows: Family - \$100 per month Single - \$67 per month Effective January 1, 2015 the amount payable to employees who waive health insurance coverage is as follows: Family \$300 per month Single \$150 per month for those employees who are not otherwise covered by another County health plan.

For those employees who waive health insurance coverage as a result of being covered by another County health plan, the waiver payment shall remain at the 2004 through 2006 agreement rate. However, effective December 31, 2015, such employees who are covered by another County health insurance plan shall no longer be entitled to a health insurance waiver payment.

Bargaining Unit Employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix A of this Agreement on the subject of the waiver of health insurance and associated payments.

Section 25.4: Employee Disabled from Work

In the event an employee is disabled from work by accident or illness, the employer agrees to continue his/her insurance coverage for the length of his/her accumulated sick leave, plus one hundred and twenty (120) days thereafter.

Section 25.5: Retired Employees

a) For employees who retire after 12/31/02:

1. **Pre-65 Retirees:** The employer shall pay one hundred percent (100%) of the monthly premium single rate for the Core Plan for eligible employees who retire from the County until age 65. The employer shall pay one hundred percent (100%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the Core Plan and the Pre-65 Option D Premium,
2. **Post-65 Retirees:** Employees who retire under this agreement, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic out of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Core Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide one hundred percent (100%) of the Core Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

b) Employees Who Retire Prior to 1/1/03:

1. Retired employees shall continue to receive any health contributions currently enjoyed. Upon retirement, employees shall have the option of selecting the three dollar (\$3.00) copay prescription plan. Should a retired employee expire, the employee's spouse may continue the health insurance coverage, upon payment each month, at the group rate to the Personnel Department.

2. Employees who retire with a minimum of twenty (20) years of service (10 years with the County) will receive \$20.00 per month above the 50%, toward their health insurance. Employees who retire with a minimum of twenty-five (25) years of service (15 years with the County) will receive \$30.00 per month above the 50%, toward their health insurance. Employees who retire with a minimum of thirty (30) years of service (20 years with the County) will receive \$40.00 per month above the 50%, toward their health insurance.
- c) Employees Hired on or prior to 8/7/14 and Retire on or Prior to 12/31/14
1. Pre-65 Retirees Fifteen (15) or more years of service: The employer shall pay one hundred percent (100%) of the monthly premium single rate for the Core Plan for eligible employees who retire from the County with fifteen (15) or more years of service until age 65. The employer shall pay one hundred percent (100%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the Core Plan and the Pre-65 Option D Premium.
 2. Pre-65 Retirees Ten (10) or more years of service: The employer shall pay seventy five percent (75%) of the monthly premium single rate for the Core Plan for eligible employees who retire from the County with between ten (10) and fifteen (15) years of County service until age 65. The employer shall pay seventy five percent (75%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between seventy five percent (75%) the Core Plan and the Pre-65 Option D Premium,
 3. Post-65 Retirees Fifteen (15) or more years of service: Employees who retire under this agreement with fifteen (15) or more years of County service, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic

out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Core Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B or C for those retirees with fifteen (15) or more years of County service. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide one hundred percent (100%) of the Core Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

4. Post-65 Retirees Ten (10) years but less than fifteen(15) years of service: Employees who retire under this agreement with more than ten (10) but less than fifteen (15) years of County service, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Core Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay seventy five percent (75%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide seventy five percent (75%) of the Core Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

d) Employees Hired on or prior to 8/7/14 and Retire After 12/31/14

1. Pre-65 Retirees Fifteen (15) or more years of service: The employer shall pay one hundred percent (100%) of the

monthly premium single rate for the Value Plan for eligible employees who retire from the County with fifteen (15) or more years of service until age 65. The employer shall pay one hundred percent (100%) of the monthly premium family rate for the Value Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the Value Plan and the Pre-65 Option D Premium,

2. Pre-65 Retirees Ten (10) but less than fifteen (15) years of service: The employer shall pay seventy five percent (75%) of the monthly premium single rate for the Value Plan for eligible employees who retire from the County with between ten (10) and fifteen (15) years of County service until age 65. The employer shall pay seventy five percent (75%) of the monthly premium family rate for the Value Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the seventy five percent (75%) Value Plan and the Pre-65 Option D Premium. This provision and option shall sunset on December 31, 2016.
3. Post-65 Retirees Fifteen (15) or more years of service: Employees who retire under this agreement with fifteen (15) or more years of County service, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Value Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B or C for those retirees with fifteen (15) or more years of County service. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The

County shall provide one hundred percent (100%) of the Value Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

4. Post-65 Retirees Ten (10) but less than fifteen (15) years of service: Employees who retire under this agreement with more than ten (10) but less than fifteen (15) years of County service, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Value Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay seventy five percent (75%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide seventy five percent (75%) of the Value Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated. (This provision shall sunset on December 31, 2016)
- e) Employees hired after 8/7/14:
 1. Employees hired after August 7, 2014 shall be eligible to participate in the Erie County Health Insurance plan in order to enjoy the group rate upon retirement, however, there shall be no Employer provided contribution toward the premium of such Health Insurance Plan.
- f) Employees hired on or prior to 8/7/14 who retire on or after January 1, 2020.
 1. Employees who retire with at least fifteen (15) years of service on or after January 1, 2020 shall be responsible to contribute toward their retiree health insurance benefit at a rate of five percent (5%) of the applicable premium. The Employer shall continue to contribute 95% of the applicable premium for such retired employees.

Section 25.6: Additional Retiree Benefits

Employees who retire from County service with ten (10) years of County service shall be eligible for the following:

- (1) Employees who have a minimum of eight hundred (800) hours of accumulated sick leave as of the date of retirement shall receive three thousand dollars (\$3000) cash.
- (2) Employees who have a minimum of twelve hundred (1200) hours of accumulated sick leave as of the date of retirement shall receive five thousand dollars (\$5000) cash.
- (3) Employees who have a minimum of eighteen hundred (1800) hours of accumulated sick leave as of the date of retirement shall receive seven thousand dollars (\$7000) cash.

Employees hired after August 7, 2014, or after March 6, 2013 if employed by ECMCC who retire from County service with at least fifteen (15) years of County service, shall receive fifty percent (50%) of the monetary value of the sick leave they have accrued to their credit at the hourly rate of pay in effect at the time of their retirement, which shall be placed into a Health Reimbursement Account (HRA).

Section 25.7: Retiree Health Insurance

Upon retirement, the employee shall continue the same health insurance option in effect on the date of retirement without cost to the retiree, only to the extent and under the schedule listed below.

Section 25.8: Compensable Injury Illness

Notwithstanding the other provisions of this Article, the employer agrees to continue the health insurance coverage of an employee for the amount of his/her accumulated sick leave which he/she may wish to use, plus one hundred and twenty (120) days thereafter if an employee is unable to report to work by reason of any accident, injury, illness or disease which is found to be compensable by the Worker's Compensation Board. If the employee does not wish to use all or any of his/her sick leave or if he/she does not have any sick leave available for use, the one hundred and twenty (120) day period shall commence immediately upon the employee reporting his/her inability to report to work.

Section 25.9: Survivor's Health Insurance Coverage

Should a permanent County employee, for whom the County is providing family health insurance coverage, die, the employee's health insurance shall be continued for the employee's survivors during the month the death occurs and for two (2) calendar months thereafter.

“For those employees who retire with less than one hundred sick days accumulated who are, therefore, ineligible for the benefits listed in Section 25.6 above . . .” ALSO – the example utilized should reflect 60 days equating to two months of fully paid health insurance. The number of accumulated sick days in the retirees’ bank on the date of retirement shall be divided by 30 and the resulting whole number (excluding fractions) shall indicate the number of months for which the County shall continue the retirees insurance at no cost to the employee. Example - 95 sick days at retirement divided by 30 = 3.17 which would make the employee eligible to receive fully paid health insurance for a three month period after the retirement date.

INFORMATION ON HOW YOU CAN RECEIVE CASH PAYMENTS IN-LIEU OF HEALTH INSURANCE

Section 25.10: Health Insurance Waiver Coverage

County employees eligible for paid medical and dental insurance may waive coverage and receive a cash payment in-lieu-of the benefits. Many past restrictions and limitations have been removed to make this a NO-RISK waiver program for participating employees.

Changes in County Health Insurance Waiver Program

1. **No Risk Feature** - County employees no longer have to wait for the annual open enrollment period to re-enter in the County paid coverage. With written notification, employees can be re-admitted in the following month.
2. **Increased Payments** - Employees waiving Family Coverage will receive \$100 per month (\$46.15 per pay period) Single Coverage \$67 per month, (\$30.92 per pay period).

Effective January 1, 2015 the amount payable to employees who waive health insurance coverage is as follows:

Family \$300 per month Single \$150 per month for those employees who are not otherwise covered by another County Health Insurance Plan.

For those employees who waive health insurance coverage as a result of being covered by another County health insurance plan, the waiver payment shall remain at the 2004 through 2006 agreement rate. However, effective December 31, 2015, such employees who are covered by another County health insurance plan shall no longer be entitled to a health insurance waiver payment.

Bargaining Unit Employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix A of this Agreement on the subject of the waiver of health insurance and associated payments.

3. **Continued Dental Insurance** - Employees may continue dental insurance by paying the monthly premium. This will be deducted from an employee's bi-weekly pay. **Questions and Answers About Waiver Program Q. WHO IS ELIGIBLE?**

A. Any County employee who is eligible for County paid health and dental insurance is eligible to waive these benefits.

Q. WHAT IS THE WAIVER PROCEDURE?

A.

1. To waive such benefits, an employee must complete WAIVER OF BENEFITS form EGB1 (Rev. 3/88), a HEALTH INSURANCE BENEFITS Form B-1 (Rev. 12/87) and submit them to their Department Health Insurance Representative. (Forms are available from the Departmental Representative.)
2. The Departmental Health Insurance Representative must complete the historical data section of the Waiver form, the "office use only" block of the EB-1 form, and forward the completed documents to the Personnel Department.

Q. CAN A WAIVER OF BENEFITS BE WITHDRAWN?

A. A WAIVER OF BENEFITS CAN BE WITHDRAWN AT ANY TIME DURING A CALENDAR YEAR WITH APPROPRIATE WRITTEN NOTICE. COMPLETION OF A NEW APPLICATION FOR GROUP HEALTH INSURANCE IS REQUIRED.

Q. WHEN DOES CASH PAYMENT IN-LIEU-OF HEALTH/DENTAL BENEFITS START?

A. Any person whose waiver of benefits is received by central personnel on or before the 15th day of any month will start eligibility for cash payment the first day of the following month. If received after the 15th day of any month, eligibility for cash payment will start the first day of the second month after the waiver is received. Once approved, a waiver remains in effect indefinitely until it is withdrawn in writing, or until the employee leaves County service.

Q. AFTER A WAIVER IS APPROVED, WHAT IS THE AMOUNT OF PAYMENT?

A. An employee who waives family coverage will receive \$100.00 per month. An employee who waives single coverage will receive \$67.00 per month. Payments will be made bi-weekly.

Effective January 1, 2015 the amount payable to employees who waive health insurance coverage is as follows: Family \$300 per month Single \$150 per month for those employees who are not otherwise covered by another County health insurance plan.

For those employees who waive health insurance coverage as a result of being covered by another County health insurance plan, the waiver payment shall remain at the 2004 through 2006 agreement rate. However, effective December 31, 2015, such employees who are covered by another County health insurance plan shall no longer be entitled to a health insurance waiver payment.

Q. CAN YOU WAIVE HEALTH INSURANCE COVERAGE BUT RETAIN DENTAL COVERAGE?

A. YES, AN ELIGIBLE EMPLOYEE MAY NOW ELECT TO SUBSCRIBE FOR OR TO CONTINUE DENTAL INSURANCE BY HAVING THE TOTAL DENTAL PREMIUM DEDUCTED FROM HIS OR HER PAYCHECK, AND STILL COLLECT THE MONTHLY CASH ALLOWANCE UNDER THE WAIVER.

Q. HOW ARE SUCH PAYMENTS TREATED FOR TAX/RETIREMENT PURPOSES?

A. These payments are treated as ordinary income and subject to withholdings for FICA, federal and state income tax. Such payments are not considered part of your salary or wages by the New York State Retirement System. Therefore, no contributions are made to the Retirement System on these payments either by the employer or by the individual employee.

The County and the Union shall agree upon a waiver form which shall include a clear acceptance of the responsibility of such a withdrawal by the employee and shall also include a release of liability for both the County and the Union from any claims arising from such withdrawal.

**HEALTH INSURANCE WAIVER
NO COUNTY PROVIDED HEALTH INSURANCE FOR YOU
OR YOUR FAMILY MEMBERS WILL BE CONTINUED UNDER
THE EFFECTIVE TERMS OF THIS WAIVER**

I hereby for myself, my heirs, executors and administrators, waive my right to County-provided health insurance coverage pursuant to the Collective Bargaining Agreement between the County of Erie and the Erie Unit, Local 815, CSEA, Local 1000, AFSCME, AFL-CIO.

I understand the RISK inherent to electing the Health Insurance Waiver Option and assume any and all responsibility for said RISK to myself, my heirs, executors and administrators.

I release any and all rights and claims I may have against the County of Erie and/or the Erie Unit, Local 815, CSEA, Local 1000, AFSCME, AFL-CIO and their respective representatives as a result of my waiver of health insurance coverage to which I was previously entitled.

I understand that once this withdrawal of health insurance coverage is in effect, I may re-enter a County provided insurance plan the next month, with 15 days' notice. If there are less than 15 days before the end of the month, the insurance will commence the first day of the second month after the application is received.

I have read the above waiver and upon my reading, fully understand its contents.

Employee _____ DATE _____

Erie Unit of Local 815 President _____ DATE _____

Erie County Commissioner of Personnel _____ DATE _____

In addition, any employee who withdraws from one of the County health insurance plans in accordance with this section 25.9 shall be allowed to return to one of those plans during any subsequent month, with the appropriate notice.

Section 25.11: Ten month employees covered by this agreement, in the school based programs, shall receive fully paid health insurance for the two (2) months during which they are laid off.

Section 25.12: The Union agrees to participate in all future efforts by the County to reduce the cost of health insurance.

Section 25.13: Part-time employees shall not be entitled to the benefits contained in Article XXV of this Agreement.

ARTICLE XXVI PAY PERIOD

Section 26.1: The salaries and wages of employees shall be paid bi-weekly. In the event this day is a holiday, the preceding day shall be the pay day. Every effort shall be made to pay the second and third shifts a day previous to first shift employees. The ten (10) day pay period will be continued.

ARTICLE XXVII SALARY AND INCREMENT RULES

Section 27.1: Promotions

- (a) Any employee, promoted to a position in a higher job group, from another bargaining unit (cross bargaining unit) shall receive a salary at the increment step in the range for the higher position which is nearest, but not less than:

\$100.00 for promotions to Job Groups II, III, IV, V

\$150.00 for promotions to Job Groups VI, VII, VIII, IX

\$200.00 for promotions to Job Groups X, XI, XII, XIII

\$250.00 for promotions to Job Group XIV and higher above the salary paid to the employees at the time of promotion.

- (b) All promotions within the bargaining unit will be step to step. Any time served towards earning a longevity step prior to promotion will be counted towards eligibility and time served in the higher title.

Section 27.2: Demotions

A permanent employee who accepts appointment to a position that is in a job group lower than the job group of the position in which he/she is serving shall, upon appointment to the lower positions, receive a salary at the increment step in the salary range in the lower job corresponding to the increment step reached in his/her former position. If the employee formerly held the lower position, all increments received in the higher and lower position, shall be used in computing increment placement in the lower step.

Section 27.3: Reinstatement

1. A permanent competitive class employee who has been laid off and subsequently reinstated from a preferred list pursuant to Civil Service Rules shall be reinstated at the same salary step as received at the time of layoff.
2. A permanent employee who has resigned and is subsequently reinstated pursuant to Civil Service Rules may be reinstated at the same salary step received at the time of resignation if reinstated to same position held at the time of resignation.
3. An employee who is promoted temporarily or provisionally to a higher position and who is returned to his/her position in a lower grade, shall upon return to the lower position, receive a salary at the increment level he/she would have reached had he/she continued to serve continuously in that position.

Section 27.4: Reallocation

Upon the reallocation of a class of positions to a higher job group, the employee or employees serving in the reallocated positions shall receive a salary at the increment step in the higher job group that corresponds with the increment step in which they were serving in the lower group.

Section 27.5: Reclassification

When an employee class title is reclassified to a higher title and job group, it shall be considered as a new position and promotion. The salary will then be determined in accordance with the salary rule on Promotions.

Section 27.6: Temporary Assignments

An employee temporarily assigned to a higher level encumbered position during a continuance of a temporary emergency not in excess of fifteen (15) consecutive days of actual work by such employee in the higher level position shall not be eligible for a salary increase. This includes assignments for vacation substitutes and for training purposes. Effective on the 16th consecutive day of actual work by such employee in the higher level position the employee will be paid at the new rate until his/her return to his /her prior assignment. However, if the assignment is to an encumbered position from which the incumbent is on authorized leave without pay; such employee will be eligible for the new rate immediately upon actually assuming the assigned position.

Section 27.7: Leave of Absence – Military

1. Military Leave of Absence – Any County employee, who is required to render ordered military or naval duty, shall be granted military leave of absence pursuant to the Military Law.
2. Military Leave, pursuant to Section 243 of the Military Law, shall be deemed actual service for the purpose of eligibility for annual increments. Employees will also accumulate seniority while on authorized military leave; however, employees will not earn fringe benefits during this period of authorized military leave.

Section 27.8: Increments

1. Increments are recommended by the appointing authority on the basis of merit and recognition for measuring up to the department's work performance and attendance standards. A County wide and uniform merit and recognition system as established by the employer shall be used. If an employee is not to be provided with an increment on schedule, a written notification shall be provided to the employee in advance of that time frame, and a statement advising the employee of the reasons for such.

2. Increments, if granted, shall be effective either January 1 or July 1. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year. Employees appointed or promoted to a position shall be eligible for their first increment upon approval by the appointing authority after six (6) months of actual service on January 1 or July 1 as the case may be. Employees will be eligible for subsequent increments upon approval by the appointing authority on a yearly basis provided they have a minimum of nine (9) months of actual service since receiving their last increment.
3. If an employee who holds a permanent position is serving in another position on a temporary or provisional basis, he/she shall be eligible for increments in that other position provided he/she has met the actual service requirements in that position. However, if such employee resigns, is laid off, terminated or otherwise leaves that other position and is at some future time appointed to that other position, the actual service requirements shall be based upon the date of reappointment with no credit for any prior time spent in such position.
4. In computing increment eligibility, when appointments are made on January 1 or July 1, and the day falls on a holiday or nonscheduled work day, the increment period will include these days. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.
5. Because of payroll procedures that enable the County to have a regular pay day throughout the year, the increment eligibility period and pay periods may not, at all times, coincide. In such case the increment credit date is the first day of respective pay period during which January 1 or July 1 falls. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.
6. Part-time employees shall be eligible for increments under this Section, except that the required period of actual service shall be two (2) years rather than one (1) year. For the purpose of determining the start of actual part-time service, the date of the decision and order in PERB Case number CP-1054, which was October 13, 2016 shall be applicable date when such time begins to accrue.

The County will not be arbitrary or capricious in denying increments.

Section 27.9: Longevity Pay

1. An employee shall be eligible for the first longevity increment after completing a total of nine (9) years of continuous service with the County and a minimum of five (5) years actual service at the maximum increment step of the job group.
2. All employees receiving the first longevity increment and who served an additional period of three years actual service in the same job group will receive a second longevity increment.
3. Again, on the completion of another three years of actual service, in the same job group, the employee will receive a third longevity increment.
4. Again on the completion of another three years of actual service, in the same job group the employee will receive a fourth longevity increment.
5. Again on the completion of another three years of actual service, in the same job group, the employee will receive a fifth longevity increment.
6. In computing longevity increment eligibility, when appointments are made on January 1, or July 1, and the day falls on a holiday or non-scheduled work day, the increment period will include these days. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.
7. Because of the payroll procedures that enable the County to have a regular pay day throughout the year, the increment eligibility period and payroll periods may not, at all times, coincide. In such cases, the increment date is the first day of the respective pay period during which January 1, or July 1 falls. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.

Section 27.10: New Appointments

1. An employee appointed to a position in class title shall be paid the minimum rate established for the class appearing in the Plan of Class Titles and Salary Ranges; except:
2. Where recruitment difficulties are sufficiently substantiated, an appointed officer may request an appointment beyond the first step established for the position. However, such request must receive prior authorization by the County Executive and the Commissioner of Personnel before appointments can be made.

- (a) An employee appointed to a position in a class title shall be paid at the probationary step of the class as appearing in the classification, salary and wage schedule set forth in the appropriate appendix/table of this Agreement.
- (b) Upon completion of a probationary period of twenty-six (26) weeks of work, the employee shall be moved to the first step of the applicable class as appearing in the classification, salary and wage schedule set forth in the appropriate appendix/table of this Agreement.
- (c) For the purpose of computing an employee's eligibility to move to step 2, employees shall be credited with time worked at both the probationary rate and at the step one rate. It is agreed and understood that payment of the probationary rate will not affect an employee's movement throughout the incremental system under Article XXVII.

ARTICLE XXVIII JOB POSTING

Section 28.1: All permanent vacancies shall be posted pursuant to the provisions of this Agreement. However, a permanent vacancy created by the movement of an employee into a posted position need not be posted under any of the posting procedures set forth in this Agreement.

Section 28.2: Posted vacancies shall be filled in the following order of procedure:

- (a) The exercise by the County of its right to reassign employees throughout the County. If the County exercises its right to reassign employees throughout the County, such reassignment shall be made from among any qualified employee who requests in writing to fill the position within seven (7) calendar days following the date of posting. If the County elects to reassign employees and does not reassign from the request filed in the seven day period, such reassignment may be subject to the grievance procedure.
- (b) The exercise of any shift preference rights provided in this agreement.
- (c) The exercise of any Intradepartmental Transfer (within the same department) provided for in this Agreement.
- (d) Recall rights of an employee.
- (e) The exercise of any Interdepartmental Transfer (between departments) provided for in this Agreement.

- (f) Promotion procedures provided for in this Agreement.

Section 28.3: It is agreed and understood that the procedures set forth in this Agreement for filling a permanent vacancy must be exhausted prior to the County filling such positions at its discretion with individuals outside of the bargaining unit.

Section 28.4: The President of the unit shall receive copies of all job postings at the earliest possible time prior to posting.

Section 28.5: Promotions

Whenever an opportunity for promotion (advancement of an employee to a higher paying position) occurs as a result of a permanent vacancy in a bargaining unit position or the creation of a new position in the bargaining unit, the County shall use the following procedure:

- (a) Competitive Class Positions – The County shall promote to competitive class positions pursuant to New York Civil Service Law as amended from time to time. All exam announcements shall be posted pursuant to law with copies given to the President of the unit as soon as practicable prior to the posting of such notices.
- (b) All other positions – A notice of the permanent vacancy shall be posted on appropriate bulletin boards throughout the County Department in which such vacancy exists for at least ten calendar days prior to filling such vacancy. During this period, employees within such department may apply for promotion to the position. The application shall be in writing and shall be submitted to the employee's department head or his/her designee. The vacancy, if and when filled, shall be filled from among those qualified employees who have so applied. Qualifications include such factors as work performance record, conduct, attendance, ability and fitness to perform the required work. Where qualifications are substantially equal among such applicants, length of service with the County shall be controlling. If no qualified employee applies for the position, the County may fill such position at its discretion from any other source.

Section 28.6: Probationary Period

The rules governing probationary terms are set forth in Rule XIII of the rules for the Classified Civil Service of the County of Erie as amended from time to time.

The probationary term for every permanent appointment to a permanent position from an open competitive or promotional civil service list and every

original appointment and promotional appointment to a position in the non-competitive or labor class, shall be for a probationary term of not less than eight (8) nor more than twenty-six (26) weeks.

Part-time employees will be required to work one (1) year of service before being covered by Article XXXIV – Discipline and Discharge of this Agreement.

The probationer shall be advised by his/her supervisor as to his/her status and progress. If found to be unsatisfactory, the appointing authority shall give the probationer at least one week's written notice that his/her service in the position will terminate at the end of the probationary term.

The decision to retain or terminate the probationer will be made solely by the appointing authority and shall not be subject to appeal through the grievance procedures in this contract.

ARTICLE XXIX SHIFT PREFERENCE

Section 29.1: After one (1) year of continuous service in the same position on a particular shift, an employee may make an application in writing, through the shift preference bidding procedures set forth below, requesting a change to another shift within the same work unit. Subject to management's right of reassignment, (in accordance with section 28.2(a)) if a permanent vacancy occurs in such employee's job classification within the same work unit, such employee, if selected pursuant to the shift preference bidding procedure below shall be changed to that shift if the County determines to fill the position and maintain it on that shift. If two (2) or more employees have so requested the same shift, the one with the greatest seniority shall be given preference. Once an employee's shift has been changed pursuant to the procedure herein he/she may not utilize this process again for at least one (1) year from the date of his/her shift change.

Section 29.2: The shift preference bidding procedure, subject to the limitations set forth in Paragraph 29.1 above shall be as follows: A notice of a permanent vacancy in a work unit which operates on a continuous 24 hour per day basis shall be posted on appropriate bulletin boards in that work unit only, for a period of five (5) calendar days prior to filling the position. During this period, eligible employees within the work unit may apply in writing, for the vacancy. Such posting shall indicate position, work unit, shift and current work schedule.

Section 29.3: It is agreed and understood that the Union Section Presidents and Chairman of the Grievance Committee of the Union, if County employees, shall be granted shift preference pursuant to Section 29.1 and 29.2, if a permanent vacancy occurs in their respective work units and job

classification, regardless of their seniority and/or length of service in a particular shift, when it is mutually determined by the County Labor Relations Director and Unit President that such a change of shift is necessary to better perform their union duties.

Section 29.4: The terms of Article XXIX shall not be applicable to part-time employees.

ARTICLE XXX INTRADEPARTMENTAL TRANSFER

Section 30.1: After one (1) year of continuous service, an employee may make an application in writing, through the intradepartmental bidding procedure set forth below, requesting a change to another position on the same shift within the same department. Subject to management's right of reassignment (in accordance with Section 28.2(a)) and shift preference, if a permanent vacancy occurs in such employee's job classification within the same department and shift, such employee, if selected pursuant to the intradepartmental bidding procedure below, shall be changed to that position if the County determines to fill the position and maintain it on that shift and location. If two (2) or more employees have so requested the same position, the one with the greatest seniority shall be given preference. Once an employee's position has been changed pursuant to the procedure herein, he/she may not utilize this process again for at least two (2) years from the date of his/her position change.

Section 30.2: The intradepartmental bidding procedure, subject to the limitations set forth in Paragraph 30.1 above shall be as follows: A notice of permanent vacancy in the department within which such vacancy exists shall be posted on appropriate bulletin boards in that department only, for a period of five (5) calendar days prior to filling the position. During this period, eligible employees within the department may apply, in writing, for the vacancy. Such posting shall indicate position, work unit, shift and current work schedule.

Section 30.3: The terms of Article XXX shall not be applicable to part-time employees.

ARTICLE XXXI INTERDEPARTMENTAL TRANSFER

Section 31.1: Request by an employee for transfer to another department into a job with the same class title should be submitted in accordance with applicable Civil Service provision. Where there is a conflict resulting from an approved request for transfers, involving two (2) or more employees with the same class title, the employees will be interviewed by the department supervisor where the vacancy exists. The selection process shall follow the Civil Service procedure, matching the total requirement of the position with

the total characteristics of the candidates. When identical ratings result, seniority in the job classification shall be the deciding factor.

Section 31.2: The terms of Article XXXI shall not be applicable to part-time employees.

ARTICLE XXXII LAYOFF AND RECALL

Section 32.1: The retrenchment and recall of all competitive class employees in the bargaining unit shall be pursuant to Sections 80 and 81 of the New York Civil Service Law as amended from time to time.

Section 32.2: For all other employees not subject to Section 80 and 81, seniority shall govern with respect to layoffs, reduction in force and/or job abolishment and recall in accordance with the following procedure:

- (a) Before any permanent incumbent in the classification is laid off in any department or institution, temporary, provisional or probationary employees in the classification in that department or institution shall be first laid off in that order.
- (b) Where there is a layoff in a specific classification and no temporary, provisional or probationary employees are involved, the employee with the lowest seniority in the same classification in the County regardless of department or institution shall be first laid off.
- (c) If the employee who has been displaced as a result of paragraph “(b)” above previously held a lower level position on a permanent basis, he/she may displace (bump) the least senior employee in his/her department or institution only, who holds such lower level position if such classification exists in his/her department or institution.
- (d) The employee who was displaced (bumped) under paragraph “(c)” above will be laid off regardless of any position the employee may have previously held. Such laid off employee will be placed on a recall list by position in order of layoff.
- (e) Layoff in lieu of bump. In the event of a layoff an employee who does not wish to bump into a job held by a junior employee or fails to exercise his/her bump within four (4) working days from the date of Notice of Layoff, will be placed on a recall list.
- (f) Recall. Whenever a vacancy occurs in a class title within the County, employees who are on layoff in that class title shall be recalled in accordance with their class title seniority in the reverse order in which they were laid off. If a vacancy occurs in a class title

where no employee in that class title in the County has recall rights, then the laid off employee with the most seniority will be recalled if he/she has the ability to do the work and if not, the next senior employee will be recalled.

Recall rights for employees on layoff will expire two (2) years from date of last layoff.

Section 32.3: It is agreed and understood that should a competitive class employee not wish to exercise any bump permitted under Civil Service Law or fail to so exercise within four (4) working days from the date of the Notice of Layoff, such employee will be placed on a preferred list pursuant to Civil Service Law.

Section 32.4: Notice of Layoff

The County will attempt to give fourteen (14) calendar days' notice of layoff. This applies to employees who are initially laid off because their position has been abolished and not to any employees who are retrenched as a result of any applicable bumping procedure, whether under this Agreement or New York Civil Service law. If the County is unable to give the above notice, employees shall be either granted five (5) working days' notice or five (5) days' pay or an equivalent combination of both.

Section 32.5: Notice of Recall.

Notice of Recall offering reemployment shall be mailed by certified mail, return receipt requested, to the last known address of the employee and shall require his/her written acceptance to the Commissioner of Personnel within a seven (7) calendar day period from the date of such notice. If the employee refuses such offer of reemployment or if such remains unanswered at the end of the seven (7) day period, such offer of reemployment and the employee's recall rights and privileges shall be terminated.

Section 32.6:

- (a) The County will be liable for any error on a separation or layoff only from the date of the filing of a written grievance bringing said errors to the County's attention.
- (b) Concerning any errors in the recall of an employee, the County shall be liable only from the date of filing a written grievance bringing said error to its attention to the date the County notifies the employee to return to work.
- (c) A laid off employee who is recalled within two (2) years in any position will have any accumulated sick leave, personal leave and/or compensatory time credits restored.

ARTICLE XXXIII GRIEVANCES AND ARBITRATION

Section 33.1: General

1. It is the intent of this article to promote and provide a mutually satisfactory procedure for the settlement of grievances of employees arising out of the meaning, application or operation of this Agreement and any County rule or regulation as amended from time to time other than the Rules for the Classified Civil Service of the County of Erie.
2. The CSEA representative shall be permitted to participate in the activity and progress of any grievance in each stage through the final decision, all other labor organizations will be excluded from the grievance procedure involving the unit covered by this Agreement.
3. No provision in this Agreement shall be interpreted to require the CSEA to represent an employee in any stage of the grievance procedure if the CSEA considers the grievance to be without merit or in contradiction of any law or regulation.

Section 33.2: Definitions

1. **“Grievance”** shall mean any claimed violation, interpretation or inequitable application of this Agreement and any County rule or regulation as amended from time to time other than the Rules for the Classified Civil Service of the County of Erie. This term shall not include any matter involving any employee’s rate of compensation (except merit increment increases), retirement benefits, or any other matter which is otherwise reviewable pursuant to law.
2. **“Day”** refers to calendar day and not workday.
3. **“Work day”** shall mean all days other than Saturdays, Sundays and legal holidays. Saturdays, Sundays and legal holidays shall be excluded in computing the number of legal days in which action must be taken in any stage of the grievance procedure.

Section 33.3: Rights of the Parties

1. The parties shall exchange any written statements or records used at the second step meeting provided for in this Article at the time of such meeting. Each party shall have access to written statements or records which are presented as evidence by the other party at an arbitration hearing at least five (5) working days in advance of such hearing.
2. The President of the Erie Unit shall receive a copy of any written grievance and any decision rendered in the grievance procedure.

3. The County, Union and/or grievant shall have the right to submit briefs to support or refute allegations of any party.
4. The Union may have an observer at the arbitration hearing, even though not a part thereof, and shall be granted reasonable notice of the date, time and place of the hearing.
5. The time limits set forth in this article are of the essence. They may, however, be extended by mutual agreement of the parties. The failure of the grievant to proceed within the time limit set forth shall terminate the grievance at that step. The failure of the County to answer within the time limits set forth will entitle the grievant to proceed to the next step of the grievance procedure.
6. The grievant covered by the terms of this Agreement shall have the right, if he/she so desires, to be represented by a CSEA unit representative at any step of the grievance procedure subject to the provisions contained in 33.1 (3) above.

Section 33.4: Grievance Procedure

Step 1. The employee aggrieved shall present his/her grievance in writing, on a form to be provided, setting forth the date, time and place of the alleged grievance, facts of the grievance, the particular section of the Collective Bargaining Agreement or personnel rules involved, and the relief sought to the employee's department head or designee within fifteen (15) working days from the occurrence of the grievance or when the employee knew or should have known of the fact situation giving rise to the grievance. At the written request of the employee the department head or designee, if such request is made simultaneously with the filing of the grievance, shall hold an informal hearing within ten (10) days after receiving such written request. The department head or his/her designee shall render a decision in writing within ten (10) working days of the receipt of the grievance or date of hearing, whichever is later.

Step 2. If the employee is not satisfied with the disposition of the grievance at the preceding step, it is agreed (a) that the employee may appeal the grievance within ten (10) working days of the department head's decision in Step 1 to be considered by the County Labor Relations Committee and the Union

Committee. (b) That there shall be a regularly scheduled monthly meeting between the Union Committee and the County Labor Relations Committee on the first Wednesday of each month. (c) That such grievance or grievances will be submitted to the

Director of Labor Relations of the County by the Labor Relations Specialist of the Union at least ten (10) days before the scheduled meeting reflecting

such grievances which the union desires to be considered at the meeting. (d) That the Union Committee (as above mentioned) will consist of no more than two (2) representatives of the union to be designated by the union, that the County Labor Relations Committee will consist of no more than two (2) representatives to be designated by the County.

Section 33.5: Arbitration Procedure

1. If the Union Committee in Step 2 of the grievance procedure is not satisfied with the disposition of the grievance rendered by the County Labor Relations Committee at such second step meeting, such decision may be appealed to arbitration within sixty (60) days of disposition.
2. The arbitrator may be selected by mutual agreement between the parties.
3. In the event the parties fail to mutually agree upon an arbitrator, either party will have the right to request a list of the names of five (5) arbitrators from the New York State Public Employment Relations Board. Upon the receipt of such list, each party will strike two (2) names from the list and the remaining name will be the arbitrator to be designated to hear the grievance.
4. The arbitrator's decision shall be rendered within thirty (30) days of the hearing or within thirty (30) days of the receipt of the written position of both parties. As timely arbitration decisions are in the best interest of both parties, it is agreed that if a decision is not rendered within the above stated time limits, both parties will mutually contact the arbitrator to expedite the award.
5. The cost of any arbitration hearing will be borne equally by the parties to this Agreement.
6. The decision of the arbitrator shall be final and binding on both parties.

ARTICLE XXXIV DISCIPLINE AND DISCHARGE

The County shall follow a policy of progressive discipline; however, this progressiveness shall not preclude the County from advancing discipline and disciplinary penalties. If the County has any reason to reprimand an employee, it shall be done in a manner that will not unduly embarrass the employee before other employees or the public.

The following procedures shall be utilized for disciplinary and discharge matters for misconduct, or unsatisfactory work performance for all employees.

Section 34.1: An employee covered under the terms of this Agreement shall not be disciplined or discharged except for incompetency or misconduct while performing his/her duties. Any employee who is so disciplined or discharged

shall have the right to seek review of the discipline or discharge including the penalty involved by initiating an appeal in accordance with the procedure contained in this article. The employee shall be entitled to representation by CSEA at each step of the procedure contained in this article. The employee shall be presumed innocent until proven guilty and the burden of proof on all matters shall rest on the employer.

Section 34.2: In any instance in which a representative of the Employer seeks to discipline or discharge an employee, a written notice of discipline or discharge shall be served upon the employee. The notice shall contain the reasons for the discipline or discharge including a description of the alleged acts and/or conduct and the dates, times and places such acts occurred. Said notice shall also include the penalty being imposed. A copy of the notice shall be served concurrently upon the Unit President or his/her designee. An employee who is discharged or suspended without pay shall be allowed to waive all steps of this procedure prior to arbitration and proceed directly to final and binding arbitration. An employee shall not be disciplined or discharged for acts which occurred more than one (1) year prior to the notice of discipline or discharge unless said acts of misconduct or incompetency would constitute a crime pursuant to the Laws of the State of New York. Furthermore, the employer shall not take into account any disciplinary action against the employee which occurred more than three (3) years prior to the date of the discipline. An employee who is disciplined shall have the right to seek review of the disciplinary matter by initiating an appeal in accordance with the procedures set forth in Section 34.3 of this article, except in those instances where an employee has been discharged or suspended. If the employer does impose either of the latter penalties, the employee shall be allowed to begin his/her appeal of the suspension or discharge at the second step of this section (34.3). If the employee is not satisfied with the determination of the representative of the employer at the first step of the procedure set forth herein the Union may proceed to final and binding arbitration at step two of such procedure. The employee shall have ten (10) working days exclusive of the date the discipline, suspension or discharge action was effective to file a written appeal at the appropriate step of the disciplinary procedures.

Section 34.3: Procedure

Step 1. If a written appeal is filed, the Director of Labor Relations shall schedule a hearing within fifteen (15) working days of the date of receipt of the written appeal. The Director shall inform the affected employee and his/her Union representative in writing of the time and place the hearing is to be held. The employee and/or his/her Union representative shall be allowed to present any and all written information and oral argument concerning the proposed discipline matter. The Director of Labor Relations shall provide a

written decision to the employee and his/her Union representative within ten (10) working days following the close of said hearing.

Step 2. If the Union is not satisfied with the decision of the Director of Labor Relations, the Labor Relations Specialist of the Union may request arbitration within sixty (60) working days from the date of receipt of the Step 1 decision by notifying the Director of Labor Relations that the Union is proceeding to final and binding arbitration. When the Union invokes its right to arbitration, the arbitrator whose name appears on the list of arbitrators jointly selected by the Union and the Employer to hear discipline cases below the name of the arbitrator who heard the last case shall be called. If the arbitrator called to hear a case indicated he/she cannot hear the case or issue a decision within the time period specified herein, the parties shall call the next arbitrator on the list until an arbitrator is called who can hear the case and issue a timely decision. An arbitrator who agrees to allow his/her name to be placed on the list shall hear the discipline or discharge cases within ten (10) working days from the date he/she is called and shall render an award and decision within ten (10) working days from the date post-hearing briefs are submitted to him/her. The decision of the arbitrator shall be final and binding on all parties to the proceeding. All fees and expenses of the arbitrator shall be shared equally by the employer and the Union.

Section 34.4: Selection of panel of arbitrators.

For the purpose of this article, ten (10) arbitrators shall be selected jointly by the Union and the employer to hear discipline cases. The Union and the employer shall review the list of arbitrators annually in January and shall jointly agree upon which arbitrators shall remain on the list and any new arbitrators to be placed on the list alphabetically who shall be called to hear discipline or discharge cases beginning with the name of the first arbitrator on the list and therefore moving down the list until it is exhausted. When this occurs, the parties shall return to the name of the first arbitrator on the list and the process shall be repeated. Either party shall have the right to unilaterally remove the names of any arbitrator from this list upon thirty (30) days written notice to the other party. However, such removal shall be limited to January of each year and shall take place during the annual review as provided in this section.

Section 34.5: Duties of the arbitrator in a discipline or discharge matter.

The duty of the arbitrator shall be to determine the guilt or innocence of any employee and the appropriateness of the proposed penalty. If the arbitrator finds the proposed penalty is inappropriate, he/she may devise a new remedy but shall not under any circumstances, increase the penalty sought by the employer. Disciplinary arbitrators shall neither add to, subtract from nor modify the provisions of this agreement.

Section 34.6: Basic Principles

Offer of compromise and settlement at any meeting or conference prior to arbitration shall not be introduced at the arbitration hearing or accepted as evidence by the arbitrator.

Section 34.7: Service of Notice of Discipline

Service of the notice of discipline shall be made by personal service, if possible, and if such service cannot be effectuated by personal service, it shall be made by registered or certified mail, return receipt requested. A copy of the notice of discipline will be served simultaneously with the local / unit president. Service of the notice of discipline will be registered or certified mail or by personal service. The time limits for presenting a grievance as defined in this article will commence at the time of receipt of the notice of discipline.

ARTICLE XXXV PERSONNEL FILES

Section 35.1: The employee shall have the right to examine the contents of his/her personnel file and may be accompanied by an advisor of his/her choice. Each department head shall designate only one (1) official personnel file for each of his/her employees in which all material pertaining to discipline shall be filed.

Section 35.2: No materials will be placed in an employee's personnel file until the employee has been given the opportunity to read the contents and attach any comments he/she may desire. Each document shall be initialed by the employee before being placed in his/her file as evidence of his/her having read such document. This initialing shall not be deemed to constitute approval by the employee of the contents of such document. If the employee refuses to initial any document after having been given an opportunity to read the same, a statement to that effect should be affixed to the document. Upon written request, an employee should receive, at his/her own expense, a copy of any material in such employee's personnel file.

Section 35.3: The employee will be permitted to have included in his/her file any material which he/she feels is pertinent to his/her performance and personal qualifications including all internal reports generated in the department.

Section 35.4: Effective upon ratification, any material in the nature of a warning or reprimand which is not subject to Article 75 and 76 of the New York Civil Service Law or Article XXXIV of this agreement placed in the employee's personnel file will not proceed past Step 2 of the grievance procedure, and shall be deemed inarbitable, if the employer decides to retain the oral or written warning in the employee's personnel file for a

period of eighteen (18) months after issuance of the oral or written warning. Additionally, counseling memoranda shall be removed from the employee's personnel file after eighteen (18) months.

Section 35.5: Derogatory material, except for employee performance evaluation and the record regarding the loss of pay due to a suspension or discharge shall be removed after a three (3) year period from the of the offense, unless removed earlier under the provisions of Section 35.4.

ARTICLE XXXVI WAGES

The wages in effect during the terms of this Agreement for all bargaining unit employees except as provided below are set forth in Appendices C through O inclusive, which are attached hereto and made part thereof.

Section 36.1: Effective January 1, 2017 through January 1, 2013 each employee covered under this contract shall receive an increase in pay of twenty-four cents (\$0.24) per hour as added to the salary schedule in effect in 2016. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement. Additionally, Effective December 31, 2017, each employee covered under this contract shall receive an increase in pay of one dollar and one cent (\$1.01) per hour as added to the salary schedule in effect as of January 1, 2017. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

Section 36.2: Effective January 1, 2018, each employee covered under this contract shall receive an increase in pay of two (2%) percent as added to the salary schedule in effect 2017. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

Section 36.3: Effective January 1, 2019, each employee covered under this contract shall receive an increase in pay of two and one-quarter (2.25%) percent as added to the salary schedule in effect in 2018. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

Section 36.4: Effective January 1, 2020, each employee covered under this contract shall receive an increase in pay of two and one-half (2.5%) percent as added to the salary schedule in effect in 2019. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

Section 36.5: Effective January 1, 2021, each employee covered under this contract shall receive an increase in pay of two and one-half (2.5%) percent as added to the salary schedule in effect in 2020. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

Section 36.6: Effective January 1, 2022, each employee covered under this contact shall receive an increase in pay of two and one-half (2.5%) percent as

added to the salary schedule in effect in 2021. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

ARTICLE XXXVII REGULAR PART-TIME EMPLOYEES

Section 37.1: Regular part-time employees who work twenty (20) or more hours per week shall be entitled to receive all benefits provided to all full-time employees covered by this agreement, but on a pro-rated basis. It is understood that such regular part-time employees will be entitled to full coverage of hospitalization and medical expenses.

Regular part-time employees employed by the Erie County Medical Center Corporation (ECMCC) or the Erie Community College (ECC) shall receive three-quarters (75%) of the leave accruals that a full-time employee receives. All other Regular Part time employees shall receive their leave accruals according to the following formula:

- (a) Where RPT employees perform not less than forty (40) but not more than sixty (60) hours or work in any pay period, they shall receive fifty percent (50%) of the leave accruals that a full-time employee receives.
- (b) Where RPT employees perform sixty (60) or more hours or work in any pay period, they shall receive leave accruals commensurate with that of a full-time employee. If a holiday falls in such a pay period, that holiday pay shall also be commensurate with that of a full-time employee.
- (c) Where RPT employees perform sixty (60) or more hours work on a pay period basis, cumulatively for fifty percent (50%) or more of a given calendar year, they shall receive personal leave accruals commensurate with full-time employees for that year.

ARTICLE XXXVIII TRAVEL POLICIES AND PROCEDURES

Section 38.1: Transportation Reimbursement

The mileage reimbursement rate will be that which is established by the IRS. The minimum allowance for mileage shall be three (3) dollars a day. Toll charges will be reimbursed if supported by appropriate receipts.

Section 38.2: Travel Policies

The policies and procedures covering the expense for employees conducting official County business are reflected in the Rules and Regulations issued by and on file in the Budget Office of the County of Erie as amended by the Budget Office from time to time.

ARTICLE XXXIX GENERAL PROVISIONS

Section 39.1: Call-In Pay

Whenever an employee is requested to report for work outside his/her regular schedule shift or for emergency duty, he/she will receive a minimum of three (3) hours pay.

Section 39.2: Standby Pay

- (a) Any Employee at the Erie County Medical Center shall receive stand-by pay as defined in Memorandum of Agreement prepared November 15, 1993 for employees of the Erie County Medical Center (with exception of those covered by the 1990 OR [Operating Room] Agreement).
- (b) All other employees required to carry an electronic communication device shall be eligible for standby pay provided they meet the requirements set forth in Section c below. The reimbursements shall be sixty dollars (\$60.00) per week.
- (c) Such standby pay shall not be transferable and shall be paid only to the employee officially scheduled and approved by the Department Head. Should an employee not be available for call-in or respond to the call-in for any reason, standby pay shall be forfeited and shall not be paid for that week. For purposes of this Article, a complete week shall contain seven (7) consecutive calendar days. Payment of call-in pay shall not affect standby pay. Supervisors shall schedule employees for seven (7) consecutive calendar days.
- (d) If the employer assigns additional employees or requires employees in other departments to be on standby and carry any electronic communication device as set forth in subdivisions (a) and (c), then, the employer shall pay such employees for standby service in accordance with this section 39.2.

Section 39.3: Grant Program

Any employee who notifies the department head that he/she is considering transferring to a grant program or who may be assigned within the confines of a grant program shall be notified of his/her rights under the Civil Service Law.

Section 39.4: Liability Insurance Coverage Committee

The County Department of Law and the Department of Insurance will meet with a committee of three CSEA members to discuss and attempt to work out liability insurance coverage as it applies to employees who are required to transport clients in their personal automobiles.

Section 39.5: ECC Tuition

Employees who work at ECC may be permitted to take courses at no cost on a space available basis upon application to and authorization from the Academic Dean.

Section 39.6: LPN Weekends Off

Weekends for the purpose of this clause at the Erie County Medical Center Network are defined as beginning at 11 p.m. Friday and ending at 11 p.m. Sunday. LPN's working on a night variable shift shall have the weekend defined as beginning Friday of a regularly scheduled shift through the completion of the end of their regularly scheduled weekend assignment. The Erie County Medical Center Network will grant LPN's twenty-six (26) weekends off in a calendar year. He/she shall receive a bonus equal to three dollars (\$3.00) per hour for all such excess weekend hours. The Erie County Medical Center Network shall have the right to schedule an LPN to work up to a maximum of three weekends in a row. Calendar year begins upon date of implementation.

Section 39.7: Parks Housing

The maximum rent for Park Superintendents during the term of this agreement will be \$270 per month. These employees will pay for the utilities associated with their County owned housing.

Section 39.8: County Vehicles

It is understood that County owned vehicles are assigned for the efficient operation of County government. Twenty-four (24) hour a day assignment of such vehicles may be changed by management upon forty-eight (48) hours' notice to the employees and any such assignment shall not be considered a past practice.

Section 39.9: Contract Printing

The County will not share in the cost of printing the contract and will purchase any contracts it needs on a cost per copy basis.

Section 39.10: Worker's Compensation

1. Restoration of Sick Leave used in lieu of Workers' Compensation.

After an employee injured on the job has been awarded benefits by the New York State Workers' Compensation Board and if the injured employee had used "sick leave previously accumulated" a partial restoration of such used sick leave shall be computed as follows:

Amount of W.C. Weekly indemnity repaid to the Department divided by Actual Gross Salary for same period of time x the number of sick leave used = number of days to be restored via notification from Comptroller.

In certain cases where specific injuries or special awards as made on other than the normal 2/3rds of weekly wages (subject to maximum benefit prescribed by law) the same formula shall be applied after the formal award of such benefits has been presented to the County.

The Workers Compensation Law requires an employee to be off at least ten (10) working days after the date of injury to be eligible for full benefits thereunder.

2. Any employee absent from work due to a compensable injury certified by the New York State Workers' Compensation Board shall be granted extended sick leave under Section 17.4 if the employee meets the continuous service requirements. Upon exhausting all leave credits under Section 17.4, the County will extend health insurance benefits for a maximum of twelve (12) months, provided the employee continues to be certified as disabled by the NYS Workers' Compensation Board.
3. Employees will accumulate seniority and benefits, except personal leave days while off on certified worker's compensation. Employees may use any or all accumulated sick days at the employee's option.

Section 39.11: Part-Time/Full-Time Employee Limitations and Ratios

Part-Time positions will be used only to supplement the existing Regular Part-Time and Full-Time positions. In no case will part-time positions be used to eliminate Regular Part-Time and Full-Time positions. The employer will be limited to creation of no more Part-Time positions than represent ten percent (10%) of the CSEA Erie County bargaining unit. Positions on the payroll as of the date of ratification are not to be included in this percentage. Notice of the creation of part-time positions will be sent to the CSEA Unit President.

ARTICLE XL ENTIRE MEMORANDUM OF AGREEMENT

Section 40.1: This Agreement constitutes the entire Agreement between the parties and no verbal statement shall supersede any of its provisions. Any amendment supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto. The parties further acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by the law from the areas of collective bargaining and that the understandings and agreement arrived

at by the parties after the exercise of that right and the opportunity are set forth in the Agreement. Therefore, the County and the Union for the life of this Agreement, each voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject may not have been within the knowledge and contemplating of either or both of the parties at the time that they negotiated or signed this Agreement. Waiver of any breach of this Agreement by either party shall not constitute a waiver or any future breach of this Agreement.

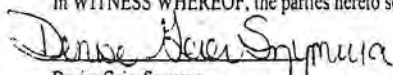
ARTICLE XLI SAVINGS CLAUSE

Section 41.1: If the enactment of legislation, or a determination by a court of final jurisdiction (whether in a proceeding between the parties or in one based on a similar state of facts) invalidates any portion of this Agreement, it shall not affect the validity of the rest of this Agreement, which shall remain in full force according to its terms in the same manner and with the same effect as if such valid portion has not originally been included herein.

ARTICLE XLII EFFECTIVE DATE AND DURATION

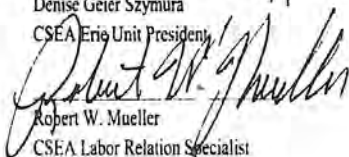
Section 42.1: Unless otherwise specified, the provisions of this Agreement shall become effective as of January 1, 2017 and shall continue in full force and effect until midnight, December 31, 2022.

In WITNESS WHEREOF, the parties hereto set their hand and seals on the 29th day of June, 2018



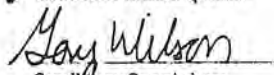
Denise Geier Szymura

CSEA Erie Unit President



Robert W. Mueller

CSEA Labor Relation Specialist



Gary Wilson, Commissioner

Erie County Labor Relations

Negotiating Committee

Julianne Astyk

Debra Braunschweig

Jeff Brzyski

Rachel Casey

Lori Cheatoni

Steve Dowling

Tom Lillis

John Nespai

Jason Patronik

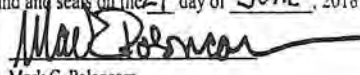
Bob Pyjas

Gail Sharp-Zawadzki

Michele Weaver

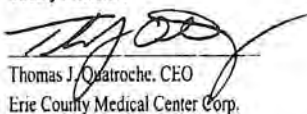
Bill Wilkinson

Alicia Wirth-Gonser



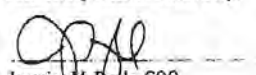
Mark C. Poloncarz

County Executive



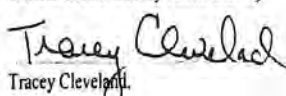
Thomas J. Quatroche, CEO

Erie County Medical Center Corp.



Jeannine M. Doyle, COO

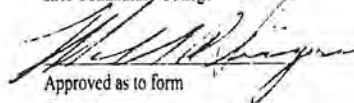
Buffalo & Erie County Public Library



Tracey Cleveland

V.P. Human Resources

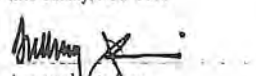
Erie Community College



Approved as to form

County Attorney

Erie County, New York



Approved as to form

ECMCC's General Counsel

APPENDIX A – ECMCC SUB BARGAINING AGREEMENT

The CSEA 815 and ECMCC agreement represents an agreement only affecting those employees who are employed and become employed with ECMCC in CSEA positions. The terms that have been altered within are the only ones altered and items remaining in the larger contract remain the same. Attached is the CSEA and ECMCC agreement and wage scales for contract years 2018 - 2022.

Creation of a Sub-Bargaining Unit

The County of Erie, CSEA and ECMCC agree to create a sub-bargaining unit, which represents the Erie County Medical Center Corporation employees only. The provisions below apply only to the staff at ECMCC as they modify the current collective bargaining agreement. Provisions not modified will remain as they are within the larger agreement.

Paid Holidays

Modify Section 14.1 effective 1/1/14 eliminate Columbus Day and Election Day as paid holidays. For only those employees hired prior to March 6, 2013 who receive the two paid holidays above, they will receive in exchange one floating holiday. The floating holiday is to be used as soon as possible but not later than December 31 of each year of the contract, after which it will default to the employee's sick leave bank. An opportunity for a 90-day extension to use the time may be granted for staff who were unable to utilize the time.

Lunch Periods

Modify Section 13.3 to reduce the one hour lunch period to ½ hour paid lunch, effective March 2, 2013. Employees will receive no compensation for the reduction in terms of monetary sum or compensatory days.

Extended Sick Leave

Eliminate ten (10) year extended sick leave. Amend Section 17.4 by deleting, "Ten (10) continuous years of service – three (3) months".

Reporting Time Section 17.5

Modify (a) to increase time for reporting absences from ½ hour to 1 hour prior to the start of the assigned shift for those employees whose absence does not require replacement. For those employees who are in a position that require replacement in cases of absence, the required reporting time shall be two (2) hours.

Modify the language in (i) to read: No sick time is allowed without an accompanying Doctor's certificate if an employee calls in sick on the day

prior to and/or day after the day on which the holiday is celebrated. Only whole sick days are included in this policy and it shall not apply to partial days or hours, extended leaves, or multiple sick days of less than five (5) days. It is understood however, that management's right to investigate sick leave of any duration is not affected by this section.

Payment for Health Insurance: Section 25.3

Payment for Health Insurance, as follows:

1. Effective upon ratification, employees hired prior to March 6, 2013 shall pay 15% of the POS 204 Plan premium. The employer shall reduce their percentage contribution (15% of the POS 204 Plan premium) by an amount equal to fifty (50%) of the difference in the monthly premium cost, single or family, based on the employee's enrollment status, between the POS 203 Plan and the POS 204 Plan. Employee's annual contribution toward the premium cost for the POS 204 Plan shall be capped as follows:

Single Plan - \$1,450
Family Plan - \$4,000
 - a) In addition, employees who choose the Enhanced Plan shall pay the difference in the cost between the POS 204 Plan and the Enhanced Plan. The employee will bear the expense through bi-weekly payroll deductions, of any amount in excess of the employer contribution.
 - b) Employees who select the POS 203 Plan or any successor thereto shall continue to pay the difference between the full monthly cost of the POS 204 Plan and the full cost of the POS 203 Plan. Additionally, these employees shall pay a contribution equal in amount to those employees who select the POS 204 plan.
 - c) For employees who choose the POS 8200 Plan, there shall be no contributions for premium cost required from the employee.
2. Employees hired after March 6, 2013 shall have the Value Plan as their base plan and shall contribute 15% of the Value Plan premium. Section 25.3 (c) shall not apply to employees hired after ratification.
 - a) In addition, new employees who choose either the Core Plan or the Enhanced Plan shall pay the difference in the cost between the Value Plan and Core Plan or Enhanced Plan. The employee will bear the expense, through bi-weekly payroll deductions, of any amount in excess of the employer contribution.

- b) Employees who file and actually retire within 30 days of contract ratification will receive retiree health insurance benefits as provided under the previous contract provisions.
- 3. Open Enrollment: Employees may select from among the insurance plans, annually, during the open enrollment period. The open enrollment period will take place after the annual rates are received from the insurance provider.
- 4. The parties agree that in the event that the Erie County Fiscal Control Board suspends or nullifies pay increases, or step/increment increases contained in the collective bargaining agreement, and can legally do the same onto ECMCC, the premium amounts employees contribute toward their health insurance shall immediately freeze at the amount in effect at the time of such action and remain frozen until such time that they pay increases, or step/increment increases have been restored.
- 5. The negotiated provisions of the collective bargaining agreement regarding dental coverage will remain in effect.
- 6. Waiver, replace Section 25.9:

Effective January 1, 2018, employees who waive insurance coverage shall be eligible for a monthly stipend as follows:

 - a) Employees eligible for single coverage shall receive \$200 to be paid in two equal installments of \$100 each.
 - b) Employees eligible for family coverage shall receive \$350 to be paid in two equal installments of \$175 each.

*NOTE: However, where such employee is eligible to be covered by another County employee, no waiver payments shall be due. Employees are required to notify the Employer within 30 days of occurrence of an event to this situation.

*NOTE: After retirement, employees, their spouses and any qualified legal dependents covered by the Employer Plans are required to enroll in Medicare Parts A and B when first eligible.

Retiree Health Insurance Section 25.5 modify as follows:

- 1. Pre-Medicare Retirees: Employees hired prior to March 6, 2013, with fifteen (15) years of County/ECMCC service, who are eligible to retire and do so prior to December 31, 2017, shall have their retiree health insurance paid as follows:

The Employer shall pay one hundred percent (100%) of the monthly

premium single rate for the Core Plan for eligible employees who retire from County/ECMCC service until age 65/Medicare Eligibility. The Employer shall pay one hundred percent (100%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65/Medicare Eligibility, upon proof of family status.

2. Pre-Medicare Retirees: Employees hired prior to March 6, 2013, with ten (10) year of County/ECMCC service, who are eligible to retire and do so on or before December 31, 2017 shall pay 50% of the Monthly Premium for the Pre-Medicare Core (POS 203) Plan until Age 65 or Medicare Eligibility for retiree health insurance single or family coverage upon written proof of eligible family status. In addition, a Pre Medicare-retiree may choose the Pre-Medicare Option D (Core PPO 812) Plan. Pre-Medicare retirees who choose Option D shall pay 50% of the Core (POS 203) Plan Monthly Premium plus the difference in cost between the Pre-Medicare Core (POS 203) Plan and Pre-Medicare Option D (Core PPO 812) premiums.
3. Pre-Medicare Retirees: Employees hired prior to March 6, 2013, with fifteen (15) years of County/ECMCC service, who are eligible to retire and do so between December 31, 2017 and December 31, 2019 shall pay 15% of the Monthly Premium for the Pre-Medicare Core (POS 203) Plan until Age 65 or Medicare Eligibility for retiree health insurance single or family coverage upon written proof of eligible family status. In addition, a Pre Medicare-retiree may choose the Pre-Medicare Option D (Core PPO 812) and POS 8200 Plan. Pre-Medicare retirees who choose Option D shall pay 15% of the Core (POS 203) Plan Monthly Premium plus the difference in cost between the Pre-Medicare Core (POS 203) Plan and Pre-Medicare Option D (Core PPO 812) premiums. Pre-Medicare retirees who choose the POS 8200 Plan shall be not contribute towards premium cost.
4. Pre-Medicare Retirees: Employees hired prior March 6, 2013, with fifteen (15) years of County/ECMCC service, who are eligible to retire and do so on or after January 1, 2020 shall pay 15% of the Monthly Premium for the Pre-Medicare (POS 204) Plan until Age 65 or Medicare Eligibility for retiree health insurance single or family coverage upon written proof of eligible family status. In addition, a Pre-Medicare retiree may choose the Pre-Medicare Option D (Core PPO 812) and POS 8200 Plan. Pre-Medicare Option D (Core PPO 812) premiums. Pre-Medicare retirees who choose the POS 8200 Plan shall be not contribute towards a premium cost.

5. Post Medicare Retiree: Employees hired prior to March 6, 2013, with fifteen (15) years of County/ECMCC service, shall have their retiree health insurance paid as follows:

Employees and their eligible spouses shall be required to select the designated Medicare Advantage Plan or the equivalent, that included prescription drug coverage and basic out-of-network benefits, when first eligible. Any employee who retires under this Agreement, and his or her eligible spouse (and eligible child/children if applicable) who are under age 65, will be provided with a single or family Pre-Medicare Core (POS 203) Plan, single, double or family premium rate until Age 65 or Medicare Eligibility. A Post Medicare/Medicare retiree, and his or her eligible spouse aged 65/Medicare eligible, may choose from Option A or B (Medicare Advantage HMO plans), or C (Medicare Advantage PPO Plan). Both members must select the same option, and shall pay 15% of Monthly Premium for the selected Plan for the single or double rate for Options A, B or C. In addition, a Post Medicare eligible retiree who chooses Option D (Commercial PPO). A retiree who choose Option D (Commercial PPO) shall pay 15% of the Monthly Premium of the highest cost Plan (Options A, B or C) plus the difference in Cost between the highest cost Plan (Options A, B or C) and Post-65 Option D (Core PPO812) premium. Health care coverage will be provided for the lifetime of the retiree. Family coverage will be provide upon written documentation. All other employer contributions shall be eliminated.

6. Post Medicare Retiree: Employees hired prior to ratification of this Agreement, with fifteen (15) years of County/ECMCC service, who are eligible to retire and retire on or after January 1, 2020 shall have their retiree health insurance paid as follows:

Employees and their eligible spouses shall be required to select the designated Medicare Advantage Plan or the equivalent, that includes prescription drug coverage and basic out of network benefits, when first eligible. Any employee who retires under this Agreement, and his or her eligible spouse (and eligible child/children if applicable) who are under age 65, will be provided with a single or family Pre-Medicare Core (POS 204) Plan, single, double or family premium rate until Age 65 or Medicare Eligibility. A Post-Medicare retiree and his or her eligible spouse aged 65/Medicare eligible may choose from Option A or B (Medicare Advantage HMO plans) or C (Medicare Advantage PPO plan.) Both members must select the same option, and shall pay 15% of Monthly Premium for the selected Plan for the single or double rate for Options A, B, or C. In addition, a Post-Medicare eligible retiree may choose Option D (Commercial PPO). A retiree who chooses

Option D (Commercial PPO) shall pay 15% of the Monthly Premium of the highest cost Plan (Options A, B or C) plus the difference in Cost between the highest cost Plan (Options A, B or C) and Post-65 Option D (Core PPO 812) premium. Health care coverage will be provided for the lifetime of the retiree. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

*NOTE: Employees hired after March 7, 2013 shall not receive retiree health insurance paid by the employer.

Part time and Per Diem Employees

The Employer will create both part time and per diem positions which may be designated to the bargaining unit. These positions will be used only to supplement existing RPT and FT positions. Notice of the creation of these positions will be sent to the unit president. The employer will be limited to creation of no more PT or per diem positions than represent 10% of the ECMC CSEA bargaining unit. Positions on the payroll as of March 6, 2013 are not to be included in this percentage. The employer will provide a listing of those titles. Should the need arise to augment the number of PT or per diem positions above the agreed percentage, the parties will meet and discuss a temporary solution. Every effort will be made to fill with Full Time and Regular Part Time positions before using Per Diem or Part Time. Any and all rights provided to part time and per diem employees of ECMCC are provided for in the ECMCC sub bargaining agreement. Any other rights provided to part time or per diem employees in the collective bargaining agreement applicable to the County of Erie, Erie Community College or the Buffalo and Erie County Public Library System shall not apply to ECMCC.

Flexible Time Scheduling – ECMCC

Each Department Head shall have the authority to provide for flex scheduling within his/her Department. It is understood, however that no such scheduling shall occur without the concurrence of the employee affected. If the request for a flex time schedule is initiated by the Department Head and not the employee, ECMCC shall notify the CSEA Section President of this request prior to placing the employee on a flex time schedule. It is further understood that the Department Head is not obligated to agree to flex time scheduling on an employee by employee basis and may insist that any such scheduling changes include coverage during hours he/she deems necessary. Finally, either part may request to return to a regular as opposed to a flex time shift upon thirty (30) days' notice prior to the start of a pay period and it shall be granted. Quarterly, ECMCC shall provide to the CSEA Section President a list of CSEA members that are on a flex time schedule during that quarter.

Overtime Distribution

Overtime work shall be distributed by utilizing an overtime wheel for each shift arranged by seniority containing names of employees working within the same job classification within a department or unit subdivision that are not regularly schedule for those shifts. Rejection of an offer of overtime shall entitle ECMCC to move to the next employee on the overtime wheel. Once an overtime shift is accepted by an employee, an obligation to work the entire shift is required, unless released early. An employee must provide notice to their supervisor of the cancelation of an accepted overtime shift at least two (2) hours prior to the start of the overtime shift.

If it is proven through the grievance process that an employee was improperly passed over for an overtime opportunity, that employee shall be entitled to the overtime pay that the employee should have been offered. The next overtime opportunity shall be offered to the employee placed after the aggrieved employee in the overtime wheel and the employee that was improperly provided the overtime hours shall become mandatory and shall be assigned beginning at the start of such overtime wheel until the overtime manpower needs are met. Under such mandatory conditions, overtime may not be refused. Any such refusal may be grounds for disciplinary action.

Preceptor Pay Differential

In addition to the base pay, any clinical employee who is assigned by management to be a preceptor shall receive payment of one dollar twenty-five cent \$1.25 per hour for all time in excess of one (1) hour that such clinical employee is performing preceptor duties. Any employee who works one (1) hour or more as a preceptor under the above referenced conditions will be paid for all hours worked as a preceptor.

APPENDIX B – WHITE COLLAR TITLE LISTING

ABSENTEE SUPERVISOR-ELECTIONS	GRP 09
ACCOUNT CLERK	GRP 04
ACCOUNT CLERK (P.T.) NB	GRP 04
ACCOUNT CLERK (RPT)	GRP 04
ACCOUNT CLERK TYPIST (PT)	GRP 04
ACCOUNT CLERK-TYPIST	GRP 04
ACCOUNT CLERK-TYPIST (RPT)	GRP 04
ACCOUNTANT	GRP 09
ACCOUNTANT (PT) NB	GRP 09
ACCOUNTANT AUDITOR	GRP 09
ACCOUNTANT RPT	GRP 09
ACCOUNTING ANALYST	GRP 11
ACCOUNTING ANALYST RPT	GRP 11
ADMINISTRATIVE AIDE ECMC	GRP 05
ADMINISTRATIVE AIDE-EMERGENCY MED SERV	GRP 06
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REHAB CLINICAL SOCIAL WORKER	GRP 10
REHABILITATION COUNSELOR	GRP 09
REHABILITATION TECHNICIAN	GRP 04
RESEARCH ANALYST	GRP 10
RESEARCH ANALYST RPT	GRP 10
RESIDENT PLACEMENT ADVOCATE-LONG TERM	GRP 08
RESOURCE ADJUSTOR	GRP 07
RESPIRATORY CARE PRACTITIONER	GRP 08

RESPIRATORY CARE PRACTITIONER (PT) NB	GRP 08-2
RESPIRATORY CARE PRACTITIONER (RPT)	GRP 08-2
REVENUE CYCLE ANALYST	GRP 09
REVENUE CYCLE SUPV- DENIAL PREVENTION	GRP 08
REVENUE CYCLE SYSTEM LIAISON	GRP 05
REVENUE CYCLE SYSTEM LIAISON RPT	GRP 05
S.P.D. SUPERVISOR	GRP 08
SABIS MANAGER	GRP 11
SAFETY MANAGER- SEWERAGE MANAGEMENT	GRP 11
SAFETY MANAGER- SEWERAGE MANAGEMENT RPT	GRP 11
SAFIS MANAGER	GRP 11
SANITARY CHEMIST	GRP 10
SANITARY ENGINEER	GRP 14
SANITARY ENGINEER (RPT)	GRP 14
SATELLITE OFFICE MANAGER	GRP 09
SCANNER ACCURACY EXAMINER	GRP 08
SCENE INVESTIGATOR	GRP 08
SCENE INVESTIGATOR RPT	GRP 08
SCHOOL COLLABORATION COORDINATOR	GRP 12
SEARCHER	GRP 06
SECRETARIAL STENOGRAPHER	GRP 07
SECRETARIAL STENOGRAPHER (ECMC)55A	GRP 07
SECRETARIAL TYPIST	GRP 06
SECURITY SERVICES ASSISTANT	GRP 07
SECURITY SPECIALIST (SAP)	GRP 12
SENIOR ACCOUNT CLERK	GRP 06
SENIOR ACCOUNT CLERK (P.T.)	GRP 06
SENIOR ACCOUNT CLERK (RPT)	GRP 06
SENIOR ACCOUNTANT	GRP 10
SENIOR ACCOUNTING ANALYST	GRP 13
SENIOR ADMIN CLERK (SPANISH SPEAKING)	GRP 09
SENIOR ADMINISTRATIVE CLERK	GRP 08
SENIOR ADMINISTRATIVE DIRECTOR-SERVICES	GRP 14
SENIOR APPLICATION SYSTEMS SPECIALIST	GRP 15
SENIOR APPOINTMENT CONTROL CLERK	GRP 11
SENIOR ATTENDING PHYSICIAN (RPT)	GRP 17
SENIOR AUDITOR	GRP 13
SENIOR BACTERIOLOGY TECHNOLOGIST	GRP 10
SENIOR BASIS ADMINISTRATOR (SAP)	GRP 14

SENIOR BENEFITS ANALYST	GRP 07
SENIOR BILLING ACCOUNT CLERK	GRP 08
SENIOR BIOCHEMIST	GRP 12
SENIOR BIOMEDICAL TECHNICIAN	GRP 12
SENIOR BUDGET EXAMINER-PROBATION	GRP 13
SENIOR BUILDING GUARD	GRP 06
SENIOR CASE ASSISTANT (SOCIAL SERVICES)	GRP 08
SENIOR CASE MANAGER - CANCER SVCS PROG	GRP 09
SENIOR CASE MANAGER- PRESCHOOL PROGRAM	GRP 09
SENIOR CASE MANAGER SPANISH SPK SENIOR	GRP 09
SENIOR CASE MANAGER-SENIOR SERVICES	GRP 09
SENIOR CASE MGR -EARLY INTERVENTION SVCS	GRP 09
SENIOR CASEWORKER	GRP 09
SENIOR CASEWORKER (SPANISH SPEAKING)	GRP 09
SENIOR CASEWORKER-DOMESTIC VIOLENCE	GRP 09
SENIOR CASHIER	GRP 07
SENIOR CASHIER (RPT)	GRP 07
SENIOR CHIEF STATIONARY ENGINEER (RPT)	GRP 11
SENIOR CHIEF TASK FORCE INVESTIGATOR	GRP 14
SENIOR CHIEF, CONF CRIMINAL INVESTIGATOR	GRP 14
SENIOR CHILD PROTECTIVE WORKER	GRP 10
SENIOR CHILD SUPPORT INVESTIGATOR	GRP 08
SENIOR CHILD SUPPORT INVESTIGATOR RPT	GRP 08
SENIOR CIVIL ENGINEER	GRP 14
SENIOR CLERK	GRP 03
SENIOR CLERK (ECMC) 55A	GRP 03
SENIOR CLERK RPT	GRP 03
SENIOR CLERK STENO (MENTAL HEALTH 55A)	GRP 04
SENIOR CLERK STENOGRAPHER (PT)	GRP 04
SENIOR CLERK TYPIST (CF)	GRP 05
SENIOR CLERK TYPIST (RPT)	GRP 04
SENIOR CLERK TYPIST (SPANISH SPEAK) RPT	GRP 04
SENIOR CLERK TYPIST (SPANISH SPEAKING)	GRP 04
SENIOR CLERK TYPIST CF	GRP 05
SENIOR CLERK-STENOGRAPHER	GRP 04
SENIOR CLERK-STENOGRAPHER RPT	GRP 04
SENIOR CLERK-TYPIST	GRP 04
SENIOR CLERK-TYPIST (P.T.)	GRP 04
SENIOR COMMUNICATIONS SYSTEMS SPECIALIST	GRP 14

SENIOR COMPUTER OPERATOR	GRP 08
SENIOR COMPUTER OPERATOR (BD OF ELECT)	GRP 08
SENIOR COMPUTER OPERATOR BOE RPT	GRP 08
SENIOR CONFIDENTIAL AIDE-SOCIAL SERVICES	GRP 07
SENIOR CONSTRUCTION PROJECT MGR BLDGS	GRP 16
SENIOR CONTRACT MONITOR	GRP 12
SENIOR CONTRACT MONITOR-COMMUNITY DEV	GRP 13
SENIOR CONTRACTS ADMINISTRATOR-PW	GRP 12
SENIOR COORDINATOR OF NEIGHBORHOOD SVCS	GRP 14
SENIOR COORDINATOR-SEWER CONSTRUCTION	GRP 15
SENIOR CORR FACILITY MEDICAL AIDE	GRP 09
SENIOR COUNSEL - SOCIAL SERVICES	GRP 15
SENIOR DATA ENTRY OPERATOR	GRP 05
SENIOR DATA PROCESSING CONTROL CLERK	GRP 07
SENIOR DEPUTY COUNTY SEALER	GRP 09
SENIOR DISEASE INTERVENTION SPECIALIST	GRP 08
SENIOR DOCUMENT CLERK	GRP 06
SENIOR ELECTION CLERK	GRP 07
SENIOR ELECTION CLERK (PT) NB	GRP 07
SENIOR ELECTION CLERK (RPT)	GRP 07
SENIOR ELECTION FINANCE CLERK	GRP 07
SENIOR ELECTRONICS TECHNICIAN WASTEWTF	GRP 10
SENIOR ELIGIBLE MAINTENANCE CLERK	GRP 07
SENIOR EMPLOYMENT COUNSELOR	GRP 10
SENIOR ENGINEER ASSISTANT	GRP 06
SENIOR ENGINEER ASSISTANT - MECHANICAL	GRP 06
SENIOR ENVIRONMENTAL COMPLIANCE SPECIALI	GRP 12
SENIOR ENVIRONMENTAL EDUCATION SPEC RPT	GRP 11
SENIOR ENVIRONMENTAL SERVICES SUPERVISOR	GRP 07
SENIOR ERP SUPPORT ANALYST	GRP 14
SENIOR EVIDENCE CLERK	GRP 08
SENIOR EXECUTIVE ASSISTANT-DSS	GRP 14
SENIOR FIREARMS EXAMINER	GRP 12
SENIOR FISCAL ANALYST	GRP 11
SENIOR FORENSIC CHEMIST	GRP 13
SENIOR FORENSIC SEROLOGIST	GRP 13
SENIOR HEALTH INFORMATION MANAGEMENT TEC	GRP 07
SENIOR HEMATOLOGY TECHNOLOGIST	GRP 10
SENIOR HEMATOLOGY TECHNOLOGIST RPT	GRP 10

SENIOR HIGHWAY MAINTENANCE ENGINEER	GRP 13
SENIOR HOME ECONOMIST	GRP 10
SENIOR HOSPITAL ACCOUNT COLLECTOR	GRP 07
SENIOR HOSPITAL CASHIER	GRP 05
SENIOR HOSPITAL INSURANCE CLERK	GRP 05
SENIOR HOSPITAL PUBLIC SAFETY OFFICER	GRP 10
SENIOR HOUSING INSPECTOR	GRP 10
SENIOR HOUSING REHABILITATION SPECIALIST	GRP 10
SENIOR HOUSING SPECIALIST	GRP 13
SENIOR HOUSING SPECIALIST (RPT)	GRP 13
SENIOR INFORMATION SECURITY ANALYST	GRP 15
SENIOR INFORMATION SYSTEMS SPEC (PT) NB	GRP 13
SENIOR INFORMATION SYSTEMS SPECIALIST	GRP 13
SENIOR INFORMATION SYSTEMS SPECIALIST RP	GRP 13
SENIOR INFORMATION TECHNOLOGY ENGINEER	GRP 12
SENIOR INPATIENT BILLING CLERK	GRP 05
SENIOR INVESTIGATING PH SANITARIAN	GRP 10
SENIOR JUVENILE JUSTICE COUNSELOR	GRP 11
SENIOR LAND SURVEYOR	GRP 12
SENIOR LIBRARY CLERK	GRP 04
SENIOR LIBRARY CLERK (RPT)	GRP 04
SENIOR LICENSED PRACTICAL NURSE	GRP 05
SENIOR MAGNETIC RESONANCE IMAGING TECHNO	GRP 13-5
SENIOR MECHANICAL ENGINEER	GRP 14
SENIOR MEDICAID REFORM SPECIALIST	GRP 08
SENIOR MEDICAL LIBRARIAN	GRP 11
SENIOR MEDICAL SECRETARY	GRP 04
SENIOR MEDICAL SECRETARY (ECMC) 55A	GRP 04
SENIOR MEDICAL SECRETARY (RPT)	GRP 04
SENIOR MERS COORDINATOR	GRP 08
SENIOR METHODS & PROCEDURES ANALYST	GRP 12
SENIOR MOTOR VEHICLE REPRESENTATIVE	GRP 07
SENIOR NUCLEAR MEDICINE TECHNOLOGIST	RAD 5
SENIOR NUTRITIONIST	GRP 11
SENIOR OCCUPATIONAL THERAPIST	REHAB
SENIOR OUTREACH AIDE SENIOR SERVICES	GRP 08
SENIOR PARALEGAL	GRP 07
SENIOR PARALEGAL-COLLECTIONS	GRP 09
SENIOR PAYROLL AND ROSTER CLERK	GRP 07

SENIOR PAYROLL CLERK	GRP 07
SENIOR PERSONNEL CLERK	GRP 07
SENIOR PHARMACIST (ECMC)	GRP 18-A
SENIOR PHYSICAL THERAPIST	REHAB
SENIOR PHYSICAL THERAPIST RPT	REHAB
SENIOR PLANNER	GRP 12
SENIOR PLANNER-GEOGRAPHIC INFO SYSTEMS	GRP 12
SENIOR POLICE COMPLAINT WRITER	GRP 08
SENIOR PROGRAMMER ANALYST	GRP 14
SENIOR PROJECT ENGINEER	GRP 13
SENIOR PROJECT MGR-FEDERAL AID PROJECTS	GRP 14
SENIOR PUBLIC HEALTH ENGINEER	GRP 14
SENIOR PUBLIC HEALTH ENGINEER (PT) NB	GRP 14
SENIOR PUBLIC HEALTH SANITARIAN	GRP 12
SENIOR RADIO TECHNICIAN	GRP 10
SENIOR RADIOLOGIC TECHNICIAN IMAGING SPE	GRP 12
SENIOR RADIOLOGIC TECHNOLOGIST	RAD 3
SENIOR RADIOLOGIC TECHNOLOGIST (RPT)	RAD 3
SENIOR RECORDS INVENTORY CLERK	GRP 08
SENIOR RESPIRATORY CARE PRACTITIONER	GRP 09-3
SENIOR SANITARY CHEMIST	GRP 12
SENIOR SANITARY ENGINEER	GRP 15
SENIOR SECRETARIAL STENOGRAPHER	GRP 08
SENIOR SECURITY OFFICER	GRP 07
SENIOR SEROLOGY TECHNOLOGIST	GRP 10
SENIOR SHIFT SUPERVISOR DATA PROCESSING	GRP 10
SENIOR SOCIAL SERVICES PROGRAM SPEC	GRP 09
SENIOR SOCIAL SERVICES TEAM WORKER	GRP 07
SENIOR SOCIAL SVCS LOGISTICS COORDINATOR	GRP 10
SENIOR SOCIAL WELFARE EXAMINER	GRP 07
SENIOR SPECIAL INVESTIGATOR	GRP 10
SENIOR SPECIAL PROCEDURES TECHNOLOGIST	RAD 6
SENIOR SPEECH PATHOLOGIST	REHAB
SENIOR STATIONARY ENGINEER	GRP 09
SENIOR STATISTICAL CLERK	GRP 06
SENIOR STATISTICAL CLERK (RPT)	GRP 06
SENIOR STORES CLERK	GRP 05
SENIOR SYSTEMS ACCOUNTANT	GRP 13
SENIOR SYSTEMS ACCOUNTANT (DISS)	GRP 13

SENIOR SYSTEMS COORD REAL PROP (PT) NB	GRP 14
SENIOR TAX ACCOUNT CLERK	GRP 10
SENIOR TAX MAP TECHNICIAN	GRP 07
SENIOR TECHNICAL ASSISTANT INF SYSTEM	GRP 07
SENIOR TECHNICAL SUPPORT SERV SPECIALIST	GRP 13
SENIOR TECHNICAL SUPPORT SPECIALIST	GRP 10
SENIOR TELEPHONE OPERATOR	GRP 05
SENIOR TELEPHONE OPERATOR RPT	GRP 05
SENIOR TRANSPLANT ASSISTANT	GRP 06
SENIOR VICTIM/WITNESS CASE AIDE	GRP 07
SERVICES DIVISION CONTRACT ADMINISTRATOR	GRP 12
SEWER REPAIR SUPERVISOR	GRP 10
SOCIAL CASE SUPERVISOR	GRP 12
SOCIAL CASE SUPERVISOR (SENIOR SERVICES)	GRP 11
SOCIAL CASE SUPERVISOR UNIT	GRP 11
SOCIAL CASEWORK MANAGER-AIDS CENTER	GRP 11
SOCIAL CASEWORKER I	GRP 08
SOCIAL CASEWORKER I (INTERN)	GRP 08
SOCIAL CASEWORKER I RPT	GRP 08
SOCIAL CASEWORKER II	GRP 10
SOCIAL CASEWORKER II RPT	GRP 10
SOCIAL SERVICES CLINICAL COORDINATOR	GRP 12
SOCIAL SERVICES CLINICAL SPECIALIST	GRP 11
SOCIAL SERVICES NETWORK ADMINISTRATOR	GRP 11
SOCIAL SERVICES PROGRAM SPECIALIST	GRP 08
SOCIAL SERVICES PROGRAM SUPPORT DIRECTOR	GRP 13
SOCIAL SERVICES PROGRAMS ANALYST	GRP 12
SOCIAL SERVICES TEAM WORKER	GRP 05
SOCIAL SERVICES TEAM WORKER RPT	GRP 05
SOCIAL SERVICES TECHNICAL LIAISON	GRP 08
SOCIAL WELFARE EXAMINER	GRP 06
SOCIAL WELFARE EXAMINER (55A) RPT	GRP 06
SOCIAL WELFARE EXAMINER (SOMALI SPEAK)	GRP 06
SOCIAL WELFARE EXAMINER (SP SPK) RPT	GRP 06
SOCIAL WELFARE EXAMINER RPT	GRP 06
SOCIAL WELFARE EXAMINER SPANISH SPEAKING	GRP 06
SOCIAL WELFARE EXAMINER SS 55A	GRP 06
SOCIAL WORK ASSISTANT (LONG TERM CARE)	GRP 08
SOCIAL WORK ASST- LONG TERM CARE RPT	GRP 08

SOCIAL WORKER - DOMESTIC VIOLENCE	GRP 10
SOLID WASTE RECYCLING SPECIALIST	GRP 12
SPECIAL AIDE (COUNTY EXECUTIVE) (PT) NB	GRP 11
SPECIAL ASSISTANT COMMISSIONER OF HEALTH	GRP 10
SPECIAL ASSISTANT TO MANAGEMENT-SOC SVC	GRP 05
SPECIAL EDUCATION ITINERANT TEACHER PT	GRP 19
SPECIAL EDUCATION TEACHER-EA IN & PR RPT	GRP 10
SPECIAL INVESTIGATOR	GRP 08
SPECIAL PROCEDURES TECH- ANGIOGRAPHER	RAD 2
SPECIAL PROCEDURES TECHNOLOGIST	RAD 1
SPECIAL PROCEDURES TECHNOLOGIST (RPT)	RAD 1
SPEECH LANGUAGE PATHOLOGIST-EI & P RPT	GRP 11
SPEECH PATHOLOGIST	REHAB
SPEECH PATHOLOGIST (RPT)	REHAB
SR BIOCHEMISTRY TECHNOLOGIST	GRP 10
SR BIOCHEMISTRY TECHNOLOGIST RPT	GRP 10
SR COMMUNICATIONS SYSTEMS SPEC (PT) NB	GRP 14
SR ENVIRONMENTAL SERVICES SUPERVISOR RPT	GRP 07
SR PATIENT ACCESS SERVICES REPRESENTATIVE	GRP 06
SR PATIENT ACCESS SERVICES SUPERVISOR	GRP 08
SR PROTECTIVE SERVICES INVESTIGATOR-RPT	GRP 14
SR RADIOLOGIC TECHNOLOGIST IMAGING SPEC	GRP 12
SR SHIFT SUPERVISOR DATA PROCESSING RPT	GRP 10
SR SUPERVISOR OF CLAIMS ADMINISTRATION	GRP 11
SR TECHNICAL ASSISTANT INFO SYSTEMS RPT	GRP 07
STAFF AUDITOR	GRP 11
STAFF DEVELOPMENT CONTRACT MONITOR	GRP 10
STAFF DEVELOPMENT COORDINATOR	GRP 12
STAFF DEVELOPMENT DIRECTOR	GRP 13
STAFFING OFFICE MANAGER	GRP 07
STRATEGIC NATIONAL STOCKPILE COORD RPT	GRP 10
STRATEGIC NATIONAL STOCKPILE COORDINATOR	GRP 10
SUPERVISING ACCOUNTANT	GRP 11
SUPERVISING ACCOUNTANT ECMCC (PT)	GRP 11
SUPERVISING ACCOUNTANT-ECMCC	GRP 11
SUPERVISING ADMINISTRATIVE CONTROL CLERK	GRP 07
SUPERVISING ADMISSIONS CLERK	GRP 07
SUPERVISING ALCOHOLISM COUNSELOR	GRP 11
SUPERVISING ALCOHOLISM COUNSELOR (RPT)	GRP 11

SUPERVISING CHIEF ACCOUNT CLERK	GRP 09
SUPERVISING CHIEF DATA TAX CLERK	GRP 14
SUPERVISING CHIEF STATIONARY ENGINEER	GRP 10
SUPERVISING CHILD SUPPORT INVESTIGATOR	GRP 10
SUPERVISING DATA PROCESSING CONTROL CLK	GRP 10
SUPERVISING DRUG COUNSELOR	GRP 11
SUPERVISING HOSPITAL CASHIER	GRP 07
SUPERVISING MAINTENANCE MECHANIC	GRP 09
SUPERVISING MAINTENANCE MECHANIC (RPT)	GRP 09
SUPERVISING MEDICAL CASEWORKER	GRP 11
SUPERVISING MEDICAL OFFICE ASSISTANT	GRP 07
SUPERVISING MEDICAL SECRETARY	GRP 05
SUPERVISING MEDICAL SOCIAL WORKER	GRP 11
SUPERVISING PARALEGAL	GRP 09
SUPERVISING PARK RANGER	GRP 11
SUPERVISING PHLEBOTOMIST	GRP 07
SUPERVISING PHYSICAL THERAPIST	GRP 12
SUPERVISING PSYCHIATRIC SOCIAL WKR CLINI	GRP 11
SUPERVISING PSYCHIATRIC SOCIAL WORKER	GRP 11
SUPERVISING PUBLIC HEALTH SANITARIAN	GRP 11
SUPERVISING TRANSCRIPTIONIST	GRP 05
SUPERVISING WIC AIDE	GRP 05
SUPERVISOR BUILDING CONSTRUCTION & MAINT	GRP 12
SUPERVISOR GENERAL LEDGER ACCTS ECMC	GRP 10
SUPERVISOR GENERAL LEDGER ACCTS ECMC PT	GRP 10
SUPERVISOR HVAC SYSTEMS	GRP 12
SUPERVISOR INPATIENT BILLING	GRP 08
SUPERVISOR OF ACCOUNTS	GRP 09
SUPERVISOR OF ACCOUNTS (PT) NB	GRP 09
SUPERVISOR OF ACCOUNTS PAYABLE	GRP 09
SUPERVISOR OF BALLOT DESIGN-BD OF ELECT	GRP 12
SUPERVISOR OF BUILDING OPERATIONS & MAIN	GRP 12
SUPERVISOR OF CLAIMS ADMINISTRATION	GRP 10
SUPERVISOR OF DATA PROCESSING CTY CLERK	GRP 13
SUPERVISOR OF DESIGN	GRP 15
SUPERVISOR OF DETENTION FACILITIES	GRP 12
SUPERVISOR OF GENERAL LEDGER ACCOUNTS RP	GRP 10
SUPERVISOR OF GRANTS ADMINISTRATION	GRP 14
SUPERVISOR OF HOME & COMMUNITY BASED SVS	GRP 14

SUPERVISOR OF PRINTSHOP AND GRAPHICS	GRP 10
SUPERVISOR OF PROGRAM DEVELOPMENT & EVAL	GRP 14
SUPERVISOR OF RECORDS	GRP 10
SUPERVISOR OF REHABILITATION MEDICINE	GRP 13
SUPERVISOR OF REHABILITATION MEDICINE RP	GRP 13
SUPERVISOR OF SOCIAL WORK	GRP 11
SUPERVISOR OF SOCIAL WORK (PT) NB	GRP 11
SUPERVISOR OF SUPPLIES	GRP 08
SUPERVISOR OF VOTER REGISTRATION (BD OF	GRP 09
SUPERVISOR OF VOTING MACHINE SERVICE(BD	GRP 09
SUPERVISOR OUTPATIENT BILLING	GRP 08
SUPERVISOR PROTECTIVE SRV FOR OLDER ADUL	GRP 13
SUPV DISEASE INTERVENTION SPECIALIST	GRP 10
SURGICAL SERVICES PRODUCT MANAGER	GRP 11
SYSTEM CIRCULATION MANAGER	GRP 07
SYSTEMS ACCOUNTANT	GRP 11
SYSTEMS ACCOUNTANT-BUDGET	GRP 11
SYSTEMS ACCOUNTANT-BUDGET (PT) NB	GRP 11
SYSTEMS ACCOUNTANT-BUDGET RPT	GRP 11
SYSTEMS ADMINISTRATOR	GRP 15
SYSTEMS SOFTWARE SPECIALIST	GRP 14
SYSTEMS SUPPORT SPECIALIST	GRP 11
SYSTEMS SUPPORT SPECIALIST (PT) NB	GRP 11
SYSTEMS SUPPORT SPECIALIST-DISS	GRP 11
TARGET CRIME INITIATIVE CASE COORDINATOR	GRP 13
TASK FORCE INVESTIGATOR	GRP 12
TAX ACCOUNTANT	GRP 10
TAX MAP TECHNICIAN	GRP 06
TAX MAP TECHNICIAN RPT	GRP 06
TECHNICAL ASSISTANT-INFORMATION SYS RPT	GRP 06
TECHNICAL ASSISTANT-INFORMATION SYSTEMS	GRP 06
TECHNICAL DIRECTOR ECHOCARDIOGRAPHER	GRP 14
TECHNICAL DIRECTOR ECHOCARDIOGRAPHER RPT	GRP 14
TECHNICAL SKILLS ASSISTANT-VRRP (PT) NB	GRP 01
TECHNICAL SPECIALIST COMMUNICATIONS RPT	GRP 07
TECHNICAL SPECIALIST- COMMUNICATIONS RPT	GRP 07
TECHNICAL SPECIALIST COMPUTERS-LIBRARY	GRP 04
TECHNICAL SPECIALIST/COMPUTERS	GRP 10
TECHNICAL SPECIALIST-COMMUNICATIONS	GRP 07

TECHNICAL SPECIALIST-COMMUNICATIONS (PT)	GRP 07
TECHNICAL SUPPORT MANAGER	GRP 14
TECHNICAL SUPPORT SERVICES ANALYST	GRP 14
TECHNICAL SUPPORT SERVICES SPECIALIST	GRP 12
TECHNICAL SUPPORT SVCS ANALYST (PT) NB	GRP 14
TECHNICAL-SPECIALIST-COMMUNICATIONS	GRP 07
TELECOMMUNICATIONS SERVICE REP	GRP 08
TELEPHONE OPERATOR	GRP 03
TELEPHONE OPERATOR (RPT)	GRP 03
TOXICOLOGIST I	GRP 09
TOXICOLOGIST II	GRP 10
TOXICOLOGIST III	GRP 12
TRAFFIC SAFETY ENGINEER	GRP 14
TRAFFIC SAFETY INSTRUCTOR (PT) NB	GRP 11
TRAINING COORDINATOR	GRP 12
TRAINING COORDINATOR SEWERAGE MANAGEMENT	GRP 11
TRAINING COORDINATOR STOP DWI	GRP 10
TRAINING COORDINATOR-P H PREP GRANT RPT	GRP 08
TRAINING COORDINATOR-PH PREPAREDNESS GRT	GRP 08
TRAINING SPECIALIST-CRIMINAL JUSTICE SYS	GRP 08
TRANSPLANT & RENAL SVC FINANCIAL SPECIAL	GRP 07
TRANSPLANT ASSISTANT	GRP 05
ULTRA-SONOGRAPHER	GRP 09
VICTIM ADVOCATE	GRP 06
VICTIM ADVOCATE	GRP 06
VICTIM ADVOCATE (PT) NB	GRP 06
VICTIM WITNESS CASE AIDE SPANISH SPK	GRP 05
VICTIM WITNESS CASE MANAGER	GRP 08
VICTIM/WITNESS CASE AIDE	GRP 05
VOCATIONAL CASE MANAGER-VRRP	GRP 08
VOLUNTEER SERVICES ASSISTANT	GRP 05
VOTING MACHINE TECHNICIAN (BD ELECTIONS)	GRP 07
VOTING MACHINE TECHNICIAN (BD OF EL) RPT	GRP 07
VOTING SYSTEMS & RECORDS SUPERVISOR BOE	GRP 09
VOTING SYSTEMS COORDINATOR - BOE	GRP 08
VOTING SYSTEMS TECHNICIAN - BOE	GRP 07
WEB COMMUNICATIONS SPECIALIST	GRP 10
WEB PAGE MASTER	GRP 07
WELFARE TO WORK COORDINATOR	GRP 12

WIC ADMINISTRATIVE SUPERVISOR	GRP 08
WIC AIDE	GRP 03
WIC AIDE (SPANISH SPEAKING)	GRP 03
WIC AIDE RPT	GRP 03
WIC VENDOR SPECIALIST	GRP 07
WORKFORCE DEVELOPMENT SPECIALIST	GRP 10
WORKFORCE TRAINER	GRP 09
YOUTH RECREATION COORDINATOR	GRP 09
YOUTH SERVICES PLANNING COORDINATOR	GRP 08
YOUTH SERVICES PLANNING COORDINATOR RPT	GRP 08
YOUTH SVC STAFF DEV & QUALITY ASSUR MGR	GRP 11

APPENDIX C – ERIE COUNTY SALARY SCHEDULE – 2018

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	27394	28976	29956	30957	31947	32933	33424	33925	34412	34911	35397
	1053.60	1114.48	1152.16	1190.64	1228.72	1266.64	1285.52	1304.80	1323.52	1342.72	1361.44
	13.170	13.931	14.402	14.883	15.359	15.833	16.069	16.310	16.544	16.784	17.018
GRP 02	27876	29484	30524	31545	32579	33600	34112	34640	35142	35653	36167
	1072.16	1134.00	1174.00	1213.28	1253.04	1292.32	1312.00	1332.32	1351.60	1371.28	1391.04
	13.402	14.175	14.675	15.166	15.663	16.154	16.400	16.654	16.895	17.141	17.388
GRP 03	28814	30478	31562	32646	33719	34821	35360	35920	36454	36999	37538
	1108.24	1172.24	1213.92	1255.60	1296.88	1339.28	1360.00	1381.52	1402.08	1423.04	1443.76
	13.853	14.653	15.174	15.695	16.211	16.741	17.000	17.269	17.526	17.788	18.047
GRP 04	29935	31683	32822	33971	35133	36294	36876	37436	38022	38596	39168
	1151.36	1218.56	1262.40	1306.56	1351.28	1395.92	1418.32	1439.84	1462.40	1484.48	1506.48
	14.392	15.232	15.780	16.332	16.891	17.449	17.729	17.998	18.280	18.556	18.831
GRP 05	31514	33355	34632	35880	37157	38424	39110	39801	40496	41184	41875
	1212.08	1282.88	1332.00	1380.00	1429.12	1477.84	1504.24	1530.80	1557.52	1584.00	1610.56
	15.151	16.036	16.650	17.250	17.864	18.473	18.803	19.135	19.469	19.800	20.132
GRP 06	33654	35630	37138	38632	40125	41640	42519	43397	44254	45130	46003
	1294.40	1370.40	1428.40	1485.84	1543.28	1601.52	1635.36	1669.12	1702.08	1735.76	1769.36
	16.180	17.130	17.855	18.573	19.291	20.019	20.442	20.864	21.276	21.697	22.117
GRP 07	35922	38045	39884	41723	43564	45390	46390	47384	48385	49377	50382
	1381.60	1463.28	1534.00	1604.72	1675.52	1745.76	1784.24	1822.48	1860.96	1899.12	1937.76
	17.270	18.291	19.175	20.059	20.944	21.822	22.303	22.781	23.262	23.739	24.222

GRP 08	38378	40656	42808	44959	47097	49229	50336	51432	52530	53637	54741
	1476.08	1563.68	1646.48	1729.20	1811.44	1893.44	1936.00	1978.16	2020.40	2062.96	2105.44
	18.451	19.546	20.581	21.615	22.643	23.668	24.200	24.727	25.255	25.787	26.318
GRP 09	41034	43493	45899	48300	50692	53100	54300	55505	56692	57893	59093
	1578.24	1672.80	1765.36	1857.68	1949.68	2042.32	2088.48	2134.80	2180.48	2226.64	2272.80
	19.728	20.910	22.067	23.221	24.371	25.529	26.106	26.685	27.256	27.833	28.410
GRP 10	43861	46488	49113	51717	54332	56961	58275	59575	60894	62202	63515
	1686.96	1788.00	1888.96	1989.12	2089.68	2190.80	2241.36	2291.36	2342.08	2392.40	2442.88
	21.087	22.350	23.612	24.864	26.121	27.385	28.017	28.642	29.276	29.905	30.536
GRP 11	48198	51101	53916	56772	59586	62417	63839	65254	66664	68080	69495
	1853.76	1965.44	2073.68	2183.52	2291.76	2400.64	2455.36	2509.76	2564.00	2618.48	2672.88
	23.172	24.568	25.921	27.294	28.647	30.008	30.692	31.372	32.050	32.731	33.411
GRP 12	51465	54581	57718	60861	63985	67120	68692	70252	71829	73395	74969
	1979.44	2099.28	2219.92	2340.80	2460.96	2581.52	2642.00	2702.00	2762.64	2822.88	2883.44
	24.743	26.241	27.749	29.260	30.762	32.269	33.025	33.775	34.533	35.286	36.043
GRP 13	56075	59482	62912	66356	69807	73226	74951	76675	78401	80132	81858
	2156.72	2287.76	2419.68	2552.16	2684.88	2816.40	2882.72	2949.04	3015.44	3082.00	3148.40
	26.959	28.597	30.246	31.902	33.561	35.205	36.034	36.863	37.693	38.525	39.355
GRP 14	62371	66184	70061	73911	77757	81632	83556	85496	87447	89386	91322
	2398.88	2545.52	2694.64	2842.72	2990.64	3139.68	3213.68	3288.32	3363.36	3437.92	3512.40
	29.986	31.819	33.683	35.534	37.383	39.246	40.171	41.104	42.042	42.974	43.905
GRP 15	68956	73187	77499	81806	86122	90430	92589	94744	96907	99060	101215
	2652.16	2814.88	2980.72	3146.40	3312.40	3478.08	3561.12	3644.00	3727.20	3810.00	3892.88
	33.152	35.186	37.259	39.330	41.405	43.476	44.514	45.550	46.590	47.625	48.661

GRP 16	76045	80727	85492	90280	95054	99815	102203	104599	106999	109389	111788
	2924.80	3104.88	3288.16	3472.32	3655.92	3839.04	3930.88	4023.04	4115.36	4207.28	4299.52
	36.560	38.811	41.102	43.404	45.699	47.988	49.136	50.288	51.442	52.591	53.744
GRP 17	83050	88177	93442	98719	103988	109267	111898	114541	117173	119804	122439
	3194.24	3391.44	3593.92	3796.88	3999.52	4202.56	4303.76	4405.44	4506.64	4607.84	4709.20
	39.928	42.393	44.924	47.461	49.994	52.532	53.797	55.068	56.333	57.598	58.865
GRP 18	90366	95969	101737	107505	113268	119040	121925	124817	127710	130599	133490
	3475.60	3691.12	3912.96	4134.80	4356.48	4578.48	4689.44	4800.64	4911.92	5023.04	5134.24
	43.445	46.139	48.912	51.685	54.456	57.231	58.618	60.008	61.399	62.788	64.178
GRP 19	98405	104522	110814	117135	123429	129742	132897	136036	139202	142359	145515
	3784.80	4020.08	4262.08	4505.20	4747.28	4990.08	5111.44	5232.16	5353.92	5475.36	5596.72
	47.310	50.251	53.276	56.315	59.341	62.376	63.893	65.402	66.924	68.442	69.959
GRP 20	106519	113148	120031	126897	133771	140666	144082	147524	150960	154400	157835
	4096.88	4351.84	4616.56	4880.64	5145.04	5410.24	5541.60	5674.00	5806.16	5938.48	6070.56
	51.211	54.398	57.707	61.008	64.313	67.628	69.270	70.925	72.577	74.231	75.882
GRP 21	114637	121782	129226	136654	144102	151536	155249	158976	162683	166396	170115
	4409.12	4683.92	4970.24	5255.92	5542.40	5828.32	5971.12	6114.48	6257.04	6399.84	6542.88
	55.114	58.549	62.128	65.699	69.280	72.854	74.639	76.431	78.213	79.998	81.786
GRP 22	122146	129771	137704	145633	153548	161472	165437	169404	173374	177335	181301
	4697.92	4991.20	5296.32	5601.28	5905.68	6210.48	6362.96	6515.52	6668.24	6820.56	6973.12
	58.724	62.390	66.204	70.016	73.821	77.631	79.537	81.444	83.353	85.257	87.164

APPENDIX D – ERIE COUNTY SALARY SCHEDULE – 2019

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	28009	29628	30630	31653	32666	33673	34176	34688	35185	35697	36194
	1077.28	1139.52	1178.08	1217.44	1256.40	1295.12	1314.48	1334.16	1353.28	1372.96	1392.08
	13.466	14.244	14.726	15.218	15.705	16.189	16.431	16.677	16.916	17.162	17.401
GRP 02	28504	30148	31210	32255	33311	34355	34880	35420	35932	36456	36980
	1096.32	1159.52	1200.40	1240.56	1281.20	1321.36	1341.52	1362.32	1382.00	1402.16	1422.32
	13.704	14.494	15.005	15.507	16.015	16.517	16.769	17.029	17.275	17.527	17.779
GRP 03	29463	31165	32271	33380	34478	35605	36157	36729	37274	37831	38382
	1133.20	1198.64	1241.20	1283.84	1326.08	1369.44	1390.64	1412.64	1433.60	1455.04	1476.24
	14.165	14.983	15.515	16.048	16.576	17.118	17.383	17.658	17.920	18.188	18.453
GRP 04	30609	32396	33561	34734	35924	37111	37706	38278	38877	39466	40050
	1177.28	1246.00	1290.80	1335.92	1381.68	1427.36	1450.24	1472.24	1495.28	1517.92	1540.40
	14.716	15.575	16.135	16.699	17.271	17.842	18.128	18.403	18.691	18.974	19.255
GRP 05	32223	34106	35412	36687	37993	39289	39990	40697	41407	42112	42817
	1239.36	1311.76	1362.00	1411.04	1461.28	1511.12	1538.08	1565.28	1592.56	1619.68	1646.80
	15.492	16.397	17.025	17.638	18.266	18.889	19.226	19.566	19.907	20.246	20.585
GRP 06	34412	36431	37975	39501	41028	42576	43476	44373	45250	46145	47039
	1323.52	1401.20	1460.56	1519.28	1578.00	1637.52	1672.16	1706.64	1740.40	1774.80	1809.20
	16.544	17.515	18.257	18.991	19.725	20.469	20.902	21.333	21.755	22.185	22.615
GRP 07	36731	38902	40780	42661	44543	46411	47434	48452	49473	50488	51515
	1412.72	1496.24	1568.48	1640.80	1713.20	1785.04	1824.40	1863.52	1902.80	1941.84	1981.36
	17.659	18.703	19.606	20.510	21.415	22.313	22.805	23.294	23.785	24.273	24.767

GRP 08	39241	41571	43772	45970	48156	50338	51470	52589	53712	54843	55973
	1509.28	1598.88	1683.52	1768.08	1852.16	1936.08	1979.60	2022.64	2065.84	2109.36	2152.80
	18.866	19.986	21.044	22.101	23.152	24.201	24.745	25.283	25.823	26.367	26.910
GRP 09	41958	44470	46933	49385	51832	54294	55521	56753	57968	59195	60422
	1613.76	1710.40	1805.12	1899.44	1993.52	2088.24	2135.44	2182.80	2229.52	2276.72	2323.92
	20.172	21.380	22.564	23.743	24.919	26.103	26.693	27.285	27.869	28.459	29.049
GRP 10	44847	47534	50217	52880	55555	58242	59586	60915	62265	63602	64944
	1724.88	1828.24	1931.44	2033.84	2136.72	2240.08	2291.76	2342.88	2394.80	2446.24	2497.84
	21.561	22.853	24.143	25.423	26.709	28.001	28.647	29.286	29.935	30.578	31.223
GRP 11	49281	52252	55128	58049	60927	63821	65277	66722	68164	69611	71059
	1895.44	2009.68	2120.32	2232.64	2343.36	2454.64	2510.64	2566.24	2621.68	2677.36	2733.04
	23.693	25.121	26.504	27.908	29.292	30.683	31.383	32.078	32.771	33.467	34.163
GRP 12	52624	55808	59016	62229	65424	68630	70237	71833	73445	75046	76656
	2024.00	2146.48	2269.84	2393.44	2516.32	2639.60	2701.44	2762.80	2824.80	2886.40	2948.32
	25.300	26.831	28.373	29.918	31.454	32.995	33.768	34.535	35.310	36.080	36.854
GRP 13	57337	60819	64328	67850	71377	74874	76638	78399	80165	81935	83699
	2205.28	2339.20	2474.16	2609.60	2745.28	2879.76	2947.60	3015.36	3083.28	3151.36	3219.20
	27.566	29.240	30.927	32.620	34.316	35.997	36.845	37.692	38.541	39.392	40.240
GRP 14	63775	67673	71637	75575	79506	83468	85436	87420	89415	91397	93377
	2452.88	2602.80	2755.28	2906.72	3057.92	3210.32	3286.00	3362.32	3439.04	3515.28	3591.44
	30.661	32.535	34.441	36.334	38.224	40.129	41.075	42.029	42.988	43.941	44.893
GRP 15	70508	74834	79242	83647	88061	92464	94673	96876	99087	101290	103492
	2711.84	2878.24	3047.76	3217.20	3386.96	3556.32	3641.28	3726.00	3811.04	3895.76	3980.48
	33.898	35.978	38.097	40.215	42.337	44.454	45.516	46.575	47.638	48.697	49.756

GRP 16	77757	82543	87416	92312	97192	102061	104503	106952	109406	111850	114302
	2990.64	3174.72	3362.16	3550.48	3738.16	3925.44	4019.36	4113.52	4207.92	4301.92	4396.24
	37.383	39.684	42.027	44.381	46.727	49.068	50.242	51.419	52.599	53.774	54.953
GRP 17	84918	90162	95545	100940	106328	111725	114415	117119	119808	122500	125193
	3266.08	3467.76	3674.80	3882.32	4089.52	4297.12	4400.56	4504.56	4608.00	4711.52	4815.12
	40.826	43.347	45.935	48.529	51.119	53.714	55.007	56.307	57.600	58.894	60.189
GRP 18	92400	98128	104027	109924	115816	121720	124669	127625	130582	133538	136494
	3553.84	3774.16	4001.04	4227.84	4454.48	4681.52	4794.96	4908.64	5022.40	5136.08	5249.76
	44.423	47.177	50.013	52.848	55.681	58.519	59.937	61.358	62.780	64.201	65.622
GRP 19	100618	106875	113308	119771	126206	132660	135888	139098	142334	145563	148789
	3869.92	4110.56	4358.00	4606.56	4854.08	5102.32	5226.48	5349.92	5474.40	5598.56	5722.64
	48.374	51.382	54.475	57.582	60.676	63.779	65.331	66.874	68.430	69.982	71.533
GRP 20	108915	115694	122730	129752	136781	143832	147324	150844	154357	157874	161385
	4189.04	4449.76	4720.40	4990.48	5260.80	5532.00	5666.32	5801.68	5936.80	6072.08	6207.12
	52.363	55.622	59.005	62.381	65.760	69.150	70.829	72.521	74.210	75.901	77.589
GRP 21	117216	124521	132134	139728	147345	154945	158741	162554	166344	170140	173942
	4508.32	4789.28	5082.08	5374.16	5667.12	5959.44	6105.44	6252.08	6397.84	6543.84	6690.08
	56.354	59.866	63.526	67.177	70.839	74.493	76.318	78.151	79.973	81.798	83.626
GRP 22	124894	132692	140804	148909	157003	165106	169160	173214	177274	181324	185380
	4803.60	5103.52	5415.52	5727.28	6038.56	6350.24	6506.16	6662.08	6818.24	6974.00	7130.00
	60.045	63.794	67.694	71.591	75.482	79.378	81.327	83.276	85.228	87.175	89.125

APPENDIX E – ERIE COUNTY SALARY SCHEDULES – 2020

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	28710	30368	31396	32444	33484	34516	35031	35556	36065	36589	37099
	1104.24	1168.00	1207.52	1247.84	1287.84	1327.52	1347.36	1367.52	1387.12	1407.28	1426.88
	13.803	14.600	15.094	15.598	16.098	16.594	16.842	17.094	17.339	17.591	17.836
GRP 02	29218	30900	31990	33062	34143	35214	35751	36306	36831	37367	37904
	1123.76	1188.48	1230.40	1271.60	1313.20	1354.40	1375.04	1396.40	1416.56	1437.20	1457.84
	14.047	14.856	15.380	15.895	16.415	16.930	17.188	17.455	17.707	17.965	18.223
GRP 03	30200	31945	33078	34214	35339	36496	37061	37646	38205	38777	39341
	1161.52	1228.64	1272.24	1315.92	1359.20	1403.68	1425.44	1447.92	1469.44	1491.44	1513.12
	14.519	15.358	15.903	16.449	16.990	17.546	17.818	18.099	18.368	18.643	18.914
GRP 04	31375	33205	34399	35601	36822	38039	38648	39235	39849	40452	41051
	1206.72	1277.12	1323.04	1369.28	1416.24	1463.04	1486.48	1509.04	1532.64	1555.84	1578.88
	15.084	15.964	16.538	17.116	17.703	18.288	18.581	18.863	19.158	19.448	19.736
GRP 05	33028	34959	36298	37604	38944	40271	40991	41714	42442	43164	43888
	1270.32	1344.56	1396.08	1446.32	1497.84	1548.88	1576.56	1604.40	1632.40	1660.16	1688.00
	15.879	16.807	17.451	18.079	18.723	19.361	19.707	20.055	20.405	20.752	21.100
GRP 06	35273	37342	38923	40489	42053	43640	44564	45481	46382	47299	48214
	1356.64	1436.24	1497.04	1557.28	1617.44	1678.48	1714.00	1749.28	1783.92	1819.20	1854.40
	16.958	17.953	18.713	19.466	20.218	20.981	21.425	21.866	22.299	22.740	23.180
GRP 07	37648	39876	41800	43728	45656	47572	48620	49662	50710	51750	52803
	1448.00	1533.68	1607.68	1681.84	1756.00	1829.68	1870.00	1910.08	1950.40	1990.40	2030.88
	18.100	19.171	20.096	21.023	21.950	22.871	23.375	23.876	24.380	24.880	25.386

GRP 08	40223	42611	44866	47120	49360	51596	52757	53903	55056	56214	57373
	1547.04	1638.88	1725.60	1812.32	1898.48	1984.48	2029.12	2073.20	2117.52	2162.08	2206.64
	19.338	20.486	21.570	22.654	23.731	24.806	25.364	25.915	26.469	27.026	27.583
GRP 09	43006	45583	48106	50621	53127	55652	56909	58171	59417	60674	61932
	1654.08	1753.20	1850.24	1946.96	2043.36	2140.48	2188.80	2237.36	2285.28	2333.60	2382.00
	20.676	21.915	23.128	24.337	25.542	26.756	27.360	27.967	28.566	29.170	29.775
GRP 10	45968	48722	51474	54203	56944	59698	61075	62437	63821	65191	66568
	1768.00	1873.92	1979.76	2084.72	2190.16	2296.08	2349.04	2401.44	2454.64	2507.36	2560.32
	22.100	23.424	24.747	26.059	27.377	28.701	29.363	30.018	30.683	31.342	32.004
GRP 11	50513	53558	56507	59500	62450	65416	66909	68390	69867	71352	72835
	1942.80	2059.92	2173.36	2288.48	2401.92	2516.00	2573.44	2630.40	2687.20	2744.32	2801.36
	24.285	25.749	27.167	28.606	30.024	31.450	32.168	32.880	33.590	34.304	35.017
GRP 12	53941	57204	60491	63785	67059	70346	71993	73628	75281	76923	78572
	2074.64	2200.16	2326.56	2453.28	2579.20	2705.60	2768.96	2831.84	2895.44	2958.56	3022.00
	25.933	27.502	29.082	30.666	32.240	33.820	34.612	35.398	36.193	36.982	37.775
GRP 13	58770	62340	65936	69547	73162	76746	78553	80359	82170	83984	85792
	2260.40	2397.68	2536.00	2674.88	2813.92	2951.76	3021.28	3090.72	3160.40	3230.16	3299.68
	28.255	29.971	31.700	33.436	35.174	36.897	37.766	38.634	39.505	40.377	41.246
GRP 14	65370	69364	73428	77463	81494	85555	87572	89606	91651	93683	95711
	2514.24	2667.84	2824.16	2979.36	3134.40	3290.56	3368.16	3446.40	3525.04	3603.20	3681.20
	31.428	33.348	35.302	37.242	39.180	41.132	42.102	43.080	44.063	45.040	46.015
GRP 15	72270	76704	81222	85738	90262	94775	97040	99297	101564	103821	106080
	2779.60	2950.16	3123.92	3297.60	3471.60	3645.20	3732.32	3819.12	3906.32	3993.12	4080.00
	34.745	36.877	39.049	41.220	43.395	45.565	46.654	47.739	48.829	49.914	51.000

GRP 16	79701	84606	89602	94621	99622	104614	107116	109624	112141	114645	117160
	3065.44	3254.08	3446.24	3639.28	3831.60	4023.60	4119.84	4216.32	4313.12	4409.44	4506.16
	38.318	40.676	43.078	45.491	47.895	50.295	51.498	52.704	53.914	55.118	56.327
GRP 17	87042	92416	97933	103463	108986	114519	117275	120047	122803	125561	128324
	3347.76	3554.48	3766.64	3979.36	4191.76	4404.56	4510.56	4617.20	4723.20	4829.28	4935.52
	41.847	44.431	47.083	49.742	52.397	55.057	56.382	57.715	59.040	60.366	61.694
GRP 18	94711	100580	106627	112672	118712	124763	127785	130815	133848	136876	139907
	3642.72	3868.48	4101.04	4333.52	4565.84	4798.56	4914.80	5031.36	5148.00	5264.48	5381.04
	45.534	48.356	51.263	54.169	57.073	59.982	61.435	62.892	64.350	65.806	67.263
GRP 19	103133	109547	116141	122766	129361	135976	139285	142576	145893	149203	152508
	3966.64	4213.36	4466.96	4721.76	4975.44	5229.84	5357.12	5483.68	5611.28	5738.56	5865.68
	49.583	52.667	55.837	59.022	62.193	65.373	66.964	68.546	70.141	71.732	73.321
GRP 20	111638	118587	125798	132997	140200	147428	151008	154615	158215	161822	165420
	4293.76	4561.04	4838.40	5115.28	5392.32	5670.32	5808.00	5946.72	6085.20	6223.92	6362.32
	53.672	57.013	60.480	63.941	67.404	70.879	72.600	74.334	76.065	77.799	79.529
GRP 21	120147	127635	135437	143220	151029	158818	162710	166618	170502	174393	178291
	4621.04	4909.04	5209.12	5508.48	5808.80	6108.40	6258.08	6408.40	6557.76	6707.44	6857.36
	57.763	61.363	65.114	68.856	72.610	76.355	78.226	80.105	81.972	83.843	85.717
GRP 22	128016	136009	144323	152632	160928	169233	173389	177545	181707	185856	190014
	4923.68	5231.12	5550.88	5870.48	6189.52	6508.96	6668.80	6828.64	6988.72	7148.32	7308.24
	61.546	65.389	69.386	73.381	77.369	81.362	83.360	85.358	87.359	89.354	91.353

APPENDIX F – ERIE COUNTY SALARY SCHEDULE – 2021

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	29428	31127	32180	33255	34320	35379	35907	36444	36966	37504	38027
	1131.84	1197.20	1237.68	1279.04	1320.00	1360.72	1381.04	1401.68	1421.76	1442.48	1462.56
	14.148	14.965	15.471	15.988	16.500	17.009	17.263	17.521	17.772	18.031	18.282
GRP 02	29948	31672	32791	33887	34996	36094	36645	37213	37752	38301	38852
	1151.84	1218.16	1261.20	1303.36	1346.00	1388.24	1409.44	1431.28	1452.00	1473.12	1494.32
	14.398	15.227	15.765	16.292	16.825	17.353	17.618	17.891	18.150	18.414	18.679
GRP 03	30955	32743	33906	35069	36223	37409	37987	38586	39160	39747	40325
	1190.56	1259.36	1304.08	1348.80	1393.20	1438.80	1461.04	1484.08	1506.16	1528.72	1550.96
	14.882	15.742	16.301	16.860	17.415	17.985	18.263	18.551	18.827	19.109	19.387
GRP 04	32159	34035	35258	36492	37744	38990	39616	40217	40845	41463	42076
	1236.88	1309.04	1356.08	1403.52	1451.68	1499.60	1523.68	1546.80	1570.96	1594.72	1618.32
	15.461	16.363	16.951	17.544	18.146	18.745	19.046	19.335	19.637	19.934	20.229
GRP 05	33854	35832	37205	38544	39917	41278	42016	42756	43503	44244	44986
	1302.08	1378.16	1430.96	1482.48	1535.28	1587.60	1616.00	1644.48	1673.20	1701.68	1730.24
	16.276	17.227	17.887	18.531	19.191	19.845	20.200	20.556	20.915	21.271	21.628
GRP 06	36155	38276	39896	41502	43104	44732	45679	46619	47540	48483	49421
	1390.56	1472.16	1534.48	1596.24	1657.84	1720.48	1756.88	1793.04	1828.48	1864.72	1900.80
	17.382	18.402	19.181	19.953	20.723	21.506	21.961	22.413	22.856	23.309	23.760
GRP 07	38590	40872	42844	44822	46798	48761	49835	50904	51979	53044	54124
	1484.24	1572.00	1647.84	1723.92	1799.92	1875.44	1916.72	1957.84	1999.20	2040.16	2081.68
	18.553	19.650	20.598	21.549	22.499	23.443	23.959	24.473	24.990	25.502	26.021

GRP 08	41228	43676	45987	48298	50594	52886	54076	55251	56432	57620	58808
	1585.68	1679.84	1768.72	1857.60	1945.92	2034.08	2079.84	2125.04	2170.48	2216.16	2261.84
	19.821	20.998	22.109	23.220	24.324	25.426	25.998	26.563	27.131	27.702	28.273
GRP 09	44081	46723	49308	51886	54456	57044	58332	59625	60902	62190	63480
	1695.44	1797.04	1896.48	1995.60	2094.48	2194.00	2243.52	2293.28	2342.40	2391.92	2441.52
	21.193	22.463	23.706	24.945	26.181	27.425	28.044	28.666	29.280	29.899	30.519
GRP 10	47118	49941	52761	55557	58367	61192	62602	63997	65416	66822	68232
	1812.24	1920.80	2029.28	2136.80	2244.88	2353.52	2407.76	2461.44	2516.00	2570.08	2624.32
	22.653	24.010	25.366	26.710	28.061	29.419	30.097	30.768	31.450	32.126	32.804
GRP 11	51775	54897	57920	60988	64012	67051	68582	70100	71614	73137	74655
	1991.36	2111.44	2227.68	2345.68	2462.00	2578.88	2637.76	2696.16	2754.40	2812.96	2871.36
	24.892	26.393	27.846	29.321	30.775	32.236	32.972	33.702	34.430	35.162	35.892
GRP 12	55288	58635	62003	65381	68736	72105	73792	75469	77164	78847	80536
	2126.48	2255.20	2384.72	2514.64	2643.68	2773.28	2838.16	2902.64	2967.84	3032.56	3097.52
	26.581	28.190	29.809	31.433	33.046	34.666	35.477	36.283	37.098	37.907	38.719
GRP 13	60239	63898	67585	71286	74990	78664	80517	82368	84225	86083	87936
	2316.88	2457.60	2599.44	2741.76	2884.24	3025.52	3096.80	3168.00	3239.44	3310.88	3382.16
	28.961	30.720	32.493	34.272	36.053	37.819	38.710	39.600	40.493	41.386	42.277
GRP 14	67005	71099	75265	79400	83533	87693	89762	91847	93943	96025	98103
	2577.12	2734.56	2894.80	3053.84	3212.80	3372.80	3452.40	3532.56	3613.20	3693.28	3773.20
	32.214	34.182	36.185	38.173	40.160	42.160	43.155	44.157	45.165	46.166	47.165
GRP 15	74077	78622	83252	87882	92518	97144	99466	101779	104104	106417	108732
	2849.12	3023.92	3202.00	3380.08	3558.40	3736.32	3825.60	3914.56	4004.00	4092.96	4182.00
	35.614	37.799	40.025	42.251	44.480	46.704	47.820	48.932	50.050	51.162	52.275

GRP 16	81694	86721	91842	96986	102111	107228	109793	112366	114945	117512	120089
	3142.08	3335.44	3532.40	3730.24	3927.36	4124.16	4222.80	4321.76	4420.96	4519.68	4618.80
	39.276	41.693	44.155	46.628	49.092	51.552	52.785	54.022	55.262	56.496	57.735
GRP 17	89217	94727	100381	106051	111711	117381	120207	123049	125873	128700	131531
	3431.44	3643.36	3860.80	4078.88	4296.56	4514.64	4623.36	4732.64	4841.28	4950.00	5058.88
	42.893	45.542	48.260	50.986	53.707	56.433	57.792	59.158	60.516	61.875	63.236
GRP 18	97078	103095	109294	115488	121680	127883	130980	134085	137195	140298	143406
	3733.76	3965.20	4203.60	4441.84	4680.00	4918.56	5037.68	5157.12	5276.72	5396.08	5515.60
	46.672	49.565	52.545	55.523	58.500	61.482	62.971	64.464	65.959	67.451	68.945
GRP 19	105712	112287	119045	125836	132596	139375	142767	146141	149542	152932	156320
	4065.84	4318.72	4578.64	4839.84	5099.84	5360.56	5491.04	5620.80	5751.60	5882.00	6012.32
	50.823	53.984	57.233	60.498	63.748	67.007	68.638	70.260	71.895	73.525	75.154
GRP 20	114429	121551	128943	136323	143705	151114	154783	158479	162171	165868	169555
	4401.12	4675.04	4959.36	5243.20	5527.12	5812.08	5953.20	6095.36	6237.36	6379.52	6521.36
	55.014	58.438	61.992	65.540	69.089	72.651	74.415	76.192	77.967	79.744	81.517
GRP 21	123151	130826	138823	146800	154804	162789	166779	170785	174764	178753	182749
	4736.56	5031.76	5339.36	5646.16	5954.00	6261.12	6414.56	6568.64	6721.68	6875.12	7028.80
	59.207	62.897	66.742	70.577	74.425	78.264	80.182	82.108	84.021	85.939	87.860
GRP 22	131217	139410	147932	156449	164950	173464	177724	181983	186249	190503	194765
	5046.80	5361.92	5689.68	6017.28	6344.24	6671.68	6835.52	6999.36	7163.44	7327.04	7490.96
	63.085	67.024	71.121	75.216	79.303	83.396	85.444	87.492	89.543	91.588	93.637

APPENDIX G – ERIE COUNTY SALARY SCHEDULE – 2022

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	30164	31905	32985	34087	35179	36263	36806	37355	37889	38443	38977
	1160.16	1227.12	1268.64	1311.04	1353.04	1394.72	1415.60	1436.72	1457.28	1478.56	1499.12
	14.502	15.339	15.858	16.388	16.913	17.434	17.695	17.959	18.216	18.482	18.739
GRP 02	30697	32465	33611	34734	35872	36997	37561	38143	38696	39258	39824
	1180.64	1248.64	1292.72	1335.92	1379.68	1422.96	1444.64	1467.04	1488.32	1509.92	1531.68
	14.758	15.608	16.159	16.699	17.246	17.787	18.058	18.338	18.604	18.874	19.146
GRP 03	31728	33563	34755	35947	37128	38345	38938	39551	40140	40741	41334
	1220.32	1290.88	1336.72	1382.56	1428.00	1474.80	1497.60	1521.20	1543.84	1566.96	1589.76
	15.254	16.136	16.709	17.282	17.850	18.435	18.720	19.015	19.298	19.587	19.872
GRP 04	32964	34886	36140	37405	38688	39965	40606	41221	41866	42499	43129
	1267.84	1341.76	1390.00	1438.64	1488.00	1537.12	1561.76	1585.44	1610.24	1634.56	1658.80
	15.848	16.772	17.375	17.983	18.600	19.214	19.522	19.818	20.128	20.432	20.735
GRP 05	34701	36729	38135	39508	40916	42309	43066	43826	44591	45350	46112
	1334.64	1412.64	1466.72	1519.52	1573.68	1627.28	1656.40	1685.60	1715.04	1744.24	1773.52
	16.683	17.658	18.334	18.994	19.671	20.341	20.705	21.070	21.438	21.803	22.169
GRP 06	37059	39233	40895	42540	44181	45852	46821	47784	48728	49695	50656
	1425.36	1508.96	1572.88	1636.16	1699.28	1763.52	1800.80	1837.84	1874.16	1911.36	1948.32
	17.817	18.862	19.661	20.452	21.241	22.044	22.510	22.973	23.427	23.892	24.354
GRP 07	39555	41893	43915	45943	47967	49980	51081	52177	53279	54371	55478
	1521.36	1611.28	1689.04	1767.04	1844.88	1922.32	1964.64	2006.80	2049.20	2091.20	2133.76
	19.017	20.141	21.113	22.088	23.061	24.029	24.558	25.085	25.615	26.140	26.672

GRP 08	42259	44768	47137	49506	51859	54209	55428	56632	57843	59062	60278
	1625.36	1721.84	1812.96	1904.08	1994.56	2084.96	2131.84	2178.16	2224.72	2271.60	2318.40
	20.317	21.523	22.662	23.801	24.932	26.062	26.648	27.227	27.809	28.395	28.980
GRP 09	45184	47892	50542	53184	55819	58471	59790	61117	62425	63744	65067
	1737.84	1842.00	1943.92	2045.52	2146.88	2248.88	2299.60	2350.64	2400.96	2451.68	2502.56
	21.723	23.025	24.299	25.569	26.836	28.111	28.745	29.383	30.012	30.646	31.282
GRP 10	48296	51189	54080	56946	59827	62720	64166	65597	67051	68492	69938
	1857.52	1968.80	2080.00	2190.24	2301.04	2412.32	2467.92	2522.96	2578.88	2634.32	2689.92
	23.219	24.610	26.000	27.378	28.763	30.154	30.849	31.537	32.236	32.929	33.624
GRP 11	53069	56270	59367	62512	65612	68727	70296	71854	73405	74965	76521
	2041.12	2164.24	2283.36	2404.32	2523.52	2643.36	2703.68	2763.60	2823.28	2883.28	2943.12
	25.514	27.053	28.542	30.054	31.544	33.042	33.796	34.545	35.291	36.041	36.789
GRP 12	56672	60102	63552	67016	70454	73909	75637	77355	79092	80818	82549
	2179.68	2311.60	2444.32	2577.52	2709.76	2842.64	2909.12	2975.20	3042.00	3108.40	3174.96
	27.246	28.895	30.554	32.219	33.872	35.533	36.364	37.190	38.025	38.855	39.687
GRP 13	61745	65495	69274	73068	76864	80629	82530	84427	86330	88236	90135
	2374.80	2519.04	2664.40	2810.32	2956.32	3101.12	3174.24	3247.20	3320.40	3393.68	3466.72
	29.685	31.488	33.305	35.129	36.954	38.764	39.678	40.590	41.505	42.421	43.334
GRP 14	68680	72877	77147	81384	85621	89885	92007	94143	96292	98426	100556
	2641.52	2802.96	2967.20	3130.16	3293.12	3457.12	3538.72	3620.88	3703.52	3785.60	3867.52
	33.019	35.037	37.090	39.127	41.164	43.214	44.234	45.261	46.294	47.320	48.344
GRP 15	75928	80588	85334	90079	94831	99574	101953	104322	106706	109077	111451
	2920.32	3099.52	3282.08	3464.56	3647.36	3829.76	3921.28	4012.40	4104.08	4195.28	4286.56
	36.504	38.744	41.026	43.307	45.592	47.872	49.016	50.155	51.301	52.441	53.582

GRP 16	83737	88889	94139	99412	104664	109909	112538	115176	117820	120449	123090
	3220.64	3418.80	3620.72	3823.52	4025.52	4227.28	4328.40	4429.84	4531.52	4632.64	4734.24
	40.258	42.735	45.259	47.794	50.319	52.841	54.105	55.373	56.644	57.908	59.178
GRP 17	91447	97096	102891	108703	114504	120316	123213	126125	129020	131918	134819
	3517.20	3734.48	3957.36	4180.88	4404.00	4627.52	4738.96	4850.96	4962.32	5073.76	5185.36
	43.965	46.681	49.467	52.261	55.050	57.844	59.237	60.637	62.029	63.422	64.817
GRP 18	99505	105672	112027	118375	124723	131080	134254	137438	140625	143805	146992
	3827.12	4064.32	4308.72	4552.88	4797.04	5041.52	5163.60	5286.08	5408.64	5530.96	5653.52
	47.839	50.804	53.859	56.911	59.963	63.019	64.545	66.076	67.608	69.137	70.669
GRP 19	108356	115095	122021	128981	135911	142859	146336	149795	153279	156755	160229
	4167.52	4426.72	4693.12	4960.80	5227.36	5494.56	5628.32	5761.36	5895.36	6029.04	6162.64
	52.094	55.334	58.664	62.010	65.342	68.682	70.354	72.017	73.692	75.363	77.033
GRP 20	117289	124590	132167	139732	147297	154891	158652	162442	166225	170015	173794
	4511.12	4791.92	5083.36	5374.32	5665.28	5957.36	6102.00	6247.76	6393.28	6539.04	6684.40
	56.389	59.899	63.542	67.179	70.816	74.467	76.275	78.097	79.916	81.738	83.555
GRP 21	126229	134096	142295	150469	158675	166860	170949	175055	179134	183221	187319
	4854.96	5157.52	5472.88	5787.28	6102.88	6417.68	6574.96	6732.88	6889.76	7046.96	7204.56
	60.687	64.469	68.411	72.341	76.286	80.221	82.187	84.161	86.122	88.087	90.057
GRP 22	134497	142896	151630	160360	169075	177800	182166	186532	190907	195266	199634
	5172.96	5496.00	5831.92	6167.68	6502.88	6838.48	7006.40	7174.32	7342.56	7510.24	7678.24
	64.662	68.700	72.899	77.096	81.286	85.481	87.580	89.679	91.782	93.878	95.978

APPENDIX H – ECMCC SALARY SCHEDULE – 2018

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	28426.77	30032.10	31029.08	32043.74	33047.35	34048.75	34546.69	35054.56	35550.29	36055.97	36551.70
	1093.34	1155.08	1193.43	1232.46	1271.05	1309.57	1328.72	1348.26	1367.32	1386.77	1405.84
	13.67	14.44	14.92	15.41	15.89	16.37	16.61	16.85	17.09	17.33	17.57
GRP 02	28915.88	30548.82	31605.41	32641.04	33687.71	34723.34	35242.25	35779.95	36290.03	36808.95	37332.29
	1112.15	1174.96	1215.60	1255.43	1295.69	1335.52	1355.47	1376.15	1395.77	1415.73	1435.85
	13.90	14.69	15.19	15.69	16.20	16.69	16.94	17.20	17.45	17.70	17.95
GRP 03	29866.49	31556.84	32654.29	33757.27	34844.79	35966.54	36513.05	37079.45	37619.34	38172.49	38722.32
	1148.71	1213.73	1255.94	1298.36	1340.19	1383.32	1404.35	1426.13	1446.90	1468.17	1489.32
	14.36	15.17	15.70	16.23	16.75	17.29	17.55	17.83	18.09	18.35	18.62
GRP 04	31005.90	32775.74	33936.13	35102.05	36283.41	37461.46	38048.84	38618.54	39213.63	39796.60	40377.34
	1192.53	1260.61	1305.23	1350.08	1395.51	1440.82	1463.41	1485.32	1508.21	1530.64	1552.97
	14.91	15.76	16.32	16.88	17.44	18.01	18.29	18.57	18.85	19.13	19.41
GRP 05	32609.02	34478.23	35773.32	37038.60	38335.89	39622.14	40317.72	41021.01	41723.21	42423.20	43122.08
	1254.19	1326.08	1375.90	1424.56	1474.46	1523.93	1550.69	1577.74	1604.74	1631.66	1658.54
	15.68	16.58	17.20	17.81	18.43	19.05	19.38	19.72	20.06	20.40	20.73
GRP 06	34780.76	36785.76	38317.13	39833.03	41348.93	42882.50	43781.22	44672.22	45540.02	46428.81	47315.38
	1337.72	1414.84	1473.74	1532.04	1590.34	1649.33	1683.90	1718.16	1751.54	1785.72	1819.82
	16.72	17.69	18.42	19.15	19.88	20.62	21.05	21.48	21.89	22.32	22.75
GRP 07	37081.66	39235.72	41102.72	42973.03	44837.82	46692.68	47708.44	48718.67	49733.32	50741.35	51759.31
	1426.22	1509.07	1580.88	1652.81	1724.53	1795.87	1834.94	1873.79	1912.82	1951.59	1990.74
	17.83	18.86	19.76	20.66	21.56	22.45	22.94	23.42	23.91	24.40	24.88

GRP 08	39573.57	41886.62	44070.49	46256.57	48424.98	50590.08	51710.73	52824.75	53940.98	55061.61	56184.47
	1522.06	1611.03	1695.02	1779.09	1862.50	1945.77	1988.88	2031.72	2074.65	2117.75	2160.94
	19.03	20.14	21.19	22.24	23.28	24.32	24.86	25.40	25.93	26.47	27.01
GRP 09	42271.94	44766.06	47209.39	49643.89	52073.97	54517.31	55734.00	56958.42	58166.29	59382.98	60600.79
	1625.84	1721.77	1815.74	1909.38	2002.84	2096.82	2143.61	2190.71	2237.17	2283.96	2330.80
	20.32	21.52	22.70	23.87	25.04	26.21	26.80	27.38	27.96	28.55	29.14
GRP 10	45140.34	47806.70	50470.84	53114.01	55768.22	58436.79	59771.62	61092.10	62428.04	63758.46	65087.77
	1736.16	1838.72	1941.18	2042.85	2144.93	2247.57	2298.91	2349.69	2401.08	2452.25	2503.38
	21.70	22.98	24.26	25.54	26.81	28.09	28.74	29.37	30.01	30.65	31.29
GRP 11	49540.10	52489.11	55348.68	58246.89	61100.94	63975.96	65419.00	66856.51	68286.30	69724.92	71160.22
	1905.39	2018.81	2128.79	2240.27	2350.04	2460.62	2516.12	2571.40	2626.40	2681.72	2736.94
	23.82	25.23	26.61	28.00	29.37	30.76	31.45	32.14	32.83	33.52	34.21
GRP 12	52858.97	56021.06	59204.13	62393.82	65568.05	68748.91	70344.30	71926.45	73527.36	75118.35	76717.06
	2033.03	2154.66	2277.08	2399.76	2521.85	2644.19	2705.55	2766.40	2827.98	2889.17	2950.66
	25.41	26.93	28.46	30.00	31.52	33.05	33.82	34.58	35.35	36.11	36.88
GRP 13	57536.97	60998.25	64477.22	67974.94	71473.78	74949.42	76696.07	78448.25	80198.22	81955.92	83708.10
	2212.96	2346.09	2479.90	2614.42	2748.99	2882.67	2949.85	3017.24	3084.55	3152.15	3219.54
	27.66	29.33	31.00	32.68	34.36	36.03	36.87	37.72	38.56	39.40	40.24
GRP 14	63928.49	67797.19	71734.34	75640.58	79546.81	83478.44	85432.67	87402.35	89379.75	91348.33	93313.60
	2458.79	2607.58	2759.01	2909.25	3059.49	3210.71	3285.87	3361.62	3437.69	3513.40	3588.98
	30.73	32.60	34.49	36.37	38.24	40.13	41.07	42.02	42.97	43.92	44.86
GRP 15	70612.59	74905.26	79281.84	83655.10	88033.88	92411.56	94599.85	96788.14	98981.95	101170.24	103356.31
	2715.87	2880.97	3049.30	3217.51	3385.92	3554.29	3638.45	3722.62	3807.00	3891.17	3975.25
	33.95	36.01	38.12	40.22	42.32	44.43	45.48	46.53	47.59	48.64	49.69

GRP 16	77805.68	82559.85	87397.94	92256.99	97102.81	101935.36	104359.92	106792.22	109226.71	111653.48	114085.78
	2992.53	3175.38	3361.46	3548.35	3734.72	3920.59	4013.84	4107.40	4201.02	4294.36	4387.92
	37.41	39.69	42.02	44.35	46.68	49.01	50.17	51.34	52.51	53.68	54.85
GRP 17	84918.16	90123.91	95463.24	100823.55	106169.52	111529.83	114198.39	116882.41	119550.98	122223.95	124900.24
	3266.08	3466.31	3671.66	3877.83	4083.45	4289.61	4392.24	4495.48	4598.12	4700.93	4803.85
	40.83	43.33	45.90	48.47	51.04	53.62	54.90	56.19	57.48	58.76	60.05
GRP 18	92345.32	98031.33	103887.38	109743.42	115589.53	121449.99	124381.33	127311.56	130248.41	133180.85	136115.50
	3551.74	3770.44	3995.67	4220.90	4445.75	4671.15	4783.90	4896.60	5009.56	5122.34	5235.21
	44.40	47.13	49.95	52.76	55.57	58.39	59.80	61.21	62.62	64.03	65.44
GRP 19	100504.48	106711.61	113100.94	119516.75	125903.85	132313.04	135515.99	138701.25	141914.13	145118.17	148322.22
	3865.56	4104.30	4350.03	4596.79	4842.46	5088.96	5212.15	5334.66	5458.23	5581.47	5704.70
	48.32	51.30	54.38	57.46	60.53	63.61	65.15	66.68	68.23	69.77	71.31
GRP 20	108739.81	115468.08	122453.60	129425.87	136402.56	143400.22	146868.14	150361.45	153849.24	157340.34	160825.93
	4182.30	4441.08	4709.76	4977.92	5246.25	5515.40	5648.77	5783.13	5917.28	6051.55	6185.62
	52.28	55.51	58.87	62.22	65.58	68.94	70.61	72.29	73.97	75.64	77.32
GRP 21	116979.57	124231.18	131789.71	139326.17	146891.32	154432.20	158201.53	161983.01	165744.61	169518.36	173291.00
	4499.21	4778.12	5068.84	5358.70	5649.67	5939.70	6084.68	6230.12	6374.80	6519.93	6665.04
	56.24	59.73	63.36	66.98	70.62	74.25	76.06	77.88	79.68	81.50	83.31
GRP 22	124603.25	132342.86	140391.61	148441.46	156474.75	164519.08	168542.35	172567.83	176601.04	180619.89	184645.37
	4792.43	5090.11	5399.68	5709.29	6018.26	6327.66	6482.40	6637.22	6792.34	6946.91	7101.75
	59.91	63.63	67.50	71.37	75.23	79.10	81.03	82.97	84.90	86.84	88.77

APPENDIX I – ECMCC SALARY SCHEDULE – 2019

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	29066.37	30707.83	31727.24	32764.72	33790.91	34814.85	35323.99	35843.29	36350.18	36867.23	37374.11
	1117.94	1181.07	1220.28	1260.19	1299.65	1339.03	1358.62	1378.59	1398.08	1417.97	1437.47
	13.97	14.76	15.25	15.75	16.25	16.74	16.98	17.23	17.48	17.72	17.97
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 02	29566.49	31236.16	32316.54	33375.46	34445.69	35504.61	36035.21	36585.00	37106.55	37637.16	38172.26
	1137.17	1201.39	1242.95	1283.67	1324.84	1365.57	1385.97	1407.12	1427.17	1447.58	1468.16
	14.21	15.02	15.54	16.05	16.56	17.07	17.32	17.59	17.84	18.10	18.35
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 03	30538.48	32266.87	33389.01	34516.81	35628.80	36775.78	37334.60	37913.74	38465.78	39031.37	39593.57
	1174.56	1241.04	1284.19	1327.57	1370.34	1414.45	1435.94	1458.22	1479.46	1501.20	1522.83
	14.68	15.51	16.05	16.59	17.13	17.68	17.95	18.23	18.49	18.76	19.03
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 04	31703.53	33513.20	34699.70	35891.84	37099.79	38304.34	38904.93	39487.45	40095.94	40692.02	41285.83
	1219.36	1288.97	1334.60	1380.46	1426.91	1473.24	1496.34	1518.74	1542.15	1565.08	1587.91
	15.24	16.11	16.68	17.26	17.84	18.42	18.70	18.98	19.28	19.56	19.85
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 05	33342.73	35253.99	36578.22	37871.97	39198.45	40513.64	41224.87	41943.99	42661.98	43377.72	44092.33
	1282.41	1355.92	1406.86	1456.62	1507.64	1558.22	1585.58	1613.24	1640.84	1668.38	1695.86
	16.03	16.95	17.59	18.21	18.85	19.48	19.82	20.17	20.51	20.85	21.20
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 06	35563.32	37613.44	39179.26	40729.27	42279.28	43847.36	44766.29	45677.34	46564.67	47473.46	48379.98
	1367.82	1446.68	1506.90	1566.51	1626.13	1686.44	1721.79	1756.82	1790.95	1825.90	1860.77
	17.10	18.08	18.84	19.58	20.33	21.08	21.52	21.96	22.39	22.82	23.26
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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GRP 21	119611.61	127026.38	134754.98	142461.00	150196.38	157906.93	161761.07	165627.63	169473.87	173332.52	177190.05
	4600.44	4885.63	5182.89	5479.27	5776.79	6073.35	6221.58	6370.30	6518.23	6666.63	6815.00
	57.51	61.07	64.79	68.49	72.21	75.92	77.77	79.63	81.48	83.33	85.19
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 22	127406.82	135320.57	143550.42	151781.39	159995.43	168220.76	172334.55	176450.61	180574.56	184683.83	188799.89
	4900.26	5204.63	5521.17	5837.75	6153.67	6470.03	6628.25	6786.56	6945.17	7103.22	7261.54
	61.25	65.06	69.02	72.97	76.92	80.88	82.85	84.83	86.82	88.79	90.77

APPENDIX J – ECMCC SALARY SCHEDULE – 2020

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	29793.03	31475.52	32520.42	33583.84	34635.69	35685.22	36207.09	36739.37	37258.93	37788.91	38308.47
	1145.89	1210.59	1250.79	1291.69	1332.14	1372.51	1392.59	1413.06	1433.04	1453.42	1473.40
	14.32	15.13	15.63	16.15	16.65	17.16	17.41	17.66	17.91	18.17	18.42
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 02	30305.65	32017.07	33124.45	34209.85	35306.83	36392.23	36936.09	37499.62	38034.22	38578.08	39126.57
	1165.60	1231.43	1274.02	1315.77	1357.96	1399.70	1420.61	1442.29	1462.85	1483.77	1504.86
	14.57	15.39	15.93	16.45	16.97	17.50	17.76	18.03	18.29	18.55	18.81
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 03	31301.95	33073.54	34223.74	35379.73	36519.52	37695.18	38267.96	38861.58	39427.42	40007.16	40583.41
	1203.92	1272.06	1316.30	1360.76	1404.60	1449.81	1471.84	1494.68	1516.44	1538.73	1560.90
	15.05	15.90	16.45	17.01	17.56	18.12	18.40	18.68	18.96	19.23	19.51
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 04	32496.12	34351.03	35567.19	36789.14	38027.28	39261.95	39877.56	40474.64	41098.34	41709.32	42317.98
	1249.85	1321.20	1367.97	1414.97	1462.58	1510.07	1533.75	1556.71	1580.70	1604.21	1627.61
	15.62	16.52	17.10	17.69	18.28	18.88	19.17	19.46	19.76	20.05	20.35
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 05	34176.29	36135.34	37492.67	38818.76	40178.41	41526.48	42255.49	42992.59	43728.53	44462.16	45194.64
	1314.47	1389.82	1442.03	1493.03	1545.33	1597.17	1625.22	1653.57	1681.86	1710.09	1738.25
	16.43	17.37	18.02	18.66	19.32	19.97	20.31	20.67	21.02	21.38	21.73
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 06	36452.41	38553.77	40158.74	41747.50	43336.27	44943.54	45885.45	46819.27	47728.79	48660.29	49589.48
	1402.01	1482.84	1544.57	1605.67	1666.78	1728.60	1764.83	1800.74	1835.73	1871.55	1907.29
	17.53	18.54	19.31	20.07	20.84	21.61	22.06	22.51	22.95	23.39	23.84
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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GRP 21	122601.90	130202.04	138123.86	146022.53	153951.29	161854.60	165805.09	169768.32	173710.71	177665.84	181619.80
	4715.45	5007.77	5312.46	5616.26	5921.20	6225.18	6377.12	6529.55	6681.18	6833.30	6985.38
	58.94	62.60	66.41	70.20	74.01	77.81	79.71	81.62	83.51	85.42	87.32
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 22	130591.99	138703.59	147139.18	155575.92	163995.32	172426.28	176642.92	180861.87	185088.92	189300.93	193519.89
	5022.77	5334.75	5659.20	5983.69	6307.51	6631.79	6793.96	6956.22	7118.80	7280.80	7443.08
	62.78	66.68	70.74	74.80	78.84	82.90	84.92	86.95	88.99	91.01	93.04

APPENDIX K – ECMCC SALARY SCHEDULE – 2021

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	30537.85	32262.41	33333.43	34423.44	35501.58	36577.35	37112.26	37657.86	38190.40	38733.63	39266.18
	1174.53	1240.86	1282.06	1323.98	1365.45	1406.82	1427.40	1448.38	1468.86	1489.76	1510.24
	14.68	15.51	16.03	16.55	17.07	17.59	17.84	18.11	18.36	18.62	18.88
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 02	31063.29	32817.50	33952.56	35065.10	36189.50	37302.04	37859.49	38437.11	38985.07	39542.54	40104.73
	1194.74	1262.22	1305.87	1348.66	1391.91	1434.70	1456.13	1478.35	1499.42	1520.87	1542.49
	14.93	15.78	16.32	16.86	17.40	17.93	18.20	18.48	18.74	19.01	19.28
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 03	32084.49	33900.38	35079.33	36264.22	37432.51	38637.56	39224.66	39833.12	40413.11	41007.33	41598.00
	1234.02	1303.87	1349.21	1394.78	1439.72	1486.06	1508.64	1532.04	1554.35	1577.20	1599.93
	15.42	16.30	16.86	17.43	18.00	18.58	18.86	19.15	19.43	19.71	20.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 04	33308.52	35209.80	36456.37	37708.87	38977.96	40243.50	40874.50	41486.51	42125.80	42752.05	43375.93
	1281.10	1354.23	1402.16	1450.34	1499.15	1547.82	1572.09	1595.63	1620.22	1644.31	1668.30
	16.01	16.93	17.53	18.13	18.74	19.35	19.65	19.95	20.25	20.55	20.85
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 05	35030.70	37038.73	38429.99	39789.23	41182.87	42564.65	43311.88	44067.40	44821.75	45573.72	46324.50
	1347.33	1424.56	1478.08	1530.36	1583.96	1637.10	1665.85	1694.91	1723.91	1752.84	1781.71
	16.84	17.81	18.48	19.13	19.80	20.46	20.82	21.19	21.55	21.91	22.27
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 06	37363.72	39517.62	41162.71	42791.19	44419.67	46067.13	47032.59	47989.76	48922.01	49876.80	50829.22
	1437.06	1519.91	1583.18	1645.82	1708.45	1771.82	1808.95	1845.76	1881.62	1918.34	1954.97
	17.96	19.00	19.79	20.57	21.36	22.15	22.61	23.07	23.52	23.98	24.44
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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GRP 21	125666.94	133457.09	141576.95	149673.09	157800.07	165900.97	169950.22	174012.52	178053.48	182107.48	186160.30
	4833.34	5132.96	5445.27	5756.66	6069.24	6380.81	6536.55	6692.79	6848.21	7004.13	7160.01
	60.42	64.16	68.07	71.96	75.87	79.76	81.71	83.66	85.60	87.55	89.50
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 22	133856.79	142171.18	150817.66	159465.32	168095.20	176736.94	181058.99	185383.42	189716.15	194033.45	198357.88
	5148.33	5468.12	5800.68	6133.28	6465.20	6797.58	6963.80	7130.13	7296.77	7462.82	7629.15
	64.35	68.35	72.51	76.67	80.81	84.97	87.05	89.13	91.21	93.29	95.36

APPENDIX L – ECMCC SALARY SCHEDULE – 2022

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	31301.30	33068.97	34166.76	35284.02	36389.12	37491.79	38040.07	38599.31	39145.16	39701.97	40247.83
	1203.90	1271.88	1314.11	1357.08	1399.58	1441.99	1463.08	1484.59	1505.58	1527.00	1547.99
	15.05	15.90	16.43	16.96	17.50	18.03	18.29	18.56	18.82	19.09	19.35
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 02	31839.87	33637.93	34801.37	35941.72	37094.24	38234.59	38805.97	39398.04	39959.70	40531.10	41107.35
	1224.61	1293.77	1338.52	1382.38	1426.71	1470.56	1492.53	1515.31	1536.91	1558.89	1581.05
	15.31	16.17	16.73	17.28	17.83	18.38	18.66	18.94	19.21	19.49	19.76
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 03	32886.61	34747.89	35956.31	37170.82	38368.32	39603.50	40205.28	40828.95	41423.44	42032.52	42637.95
	1264.87	1336.46	1382.94	1429.65	1475.71	1523.21	1546.35	1570.34	1593.21	1616.63	1639.92
	15.81	16.71	17.29	17.87	18.45	19.04	19.33	19.63	19.92	20.21	20.50
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 04	34141.24	36090.05	37367.78	38651.59	39952.41	41249.59	41896.36	42523.67	43178.94	43820.85	44460.33
	1313.12	1388.08	1437.22	1486.60	1536.63	1586.52	1611.40	1635.52	1660.72	1685.42	1710.01
	16.41	17.35	17.97	18.58	19.21	19.83	20.14	20.44	20.76	21.07	21.38
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 05	35906.47	37964.70	39390.74	40783.96	42212.45	43628.76	44394.68	45169.09	45942.29	46713.06	47482.61
	1381.02	1460.18	1515.03	1568.62	1623.56	1678.03	1707.49	1737.28	1767.01	1796.66	1826.25
	17.26	18.25	18.94	19.61	20.29	20.98	21.34	21.72	22.09	22.46	22.83
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 06	38297.81	40505.56	42191.78	43860.97	45530.17	47218.81	48208.40	49189.50	50145.06	51123.72	52099.95
	1472.99	1557.91	1622.76	1686.96	1751.16	1816.11	1854.17	1891.90	1928.66	1966.30	2003.84
	18.41	19.47	20.28	21.09	21.89	22.70	23.18	23.65	24.11	24.58	25.05
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

[illegible]

GRP 21	128808.62	136793.51	145116.38	153414.92	161745.07	170048.49	174198.97	178362.84	182504.82	186660.17	190814.30
	4954.17	5261.29	5581.40	5900.58	6220.97	6540.33	6699.96	6860.11	7019.42	7179.23	7339.01
	61.93	65.77	69.77	73.76	77.76	81.75	83.75	85.75	87.74	89.74	91.74
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 22	137203.21	145725.46	154588.10	163451.96	172297.58	181155.36	185585.47	190018.01	194459.05	198884.29	203316.83
	5277.04	5604.82	5945.69	6286.61	6626.82	6967.52	7137.90	7308.38	7479.19	7649.39	7819.88
	65.96	70.06	74.32	78.58	82.84	87.09	89.22	91.36	93.49	95.62	97.75

APPENDIX M – ECMC COTA/PTA SALARY SCHEDULES

2018 COTA/PTA Schedule

COTA/PTA	34780.78	36785.79	38317.12	39833.04	41348.96	45753.22	46651.84	47542.81	48410.63	49299.46	50186.04
	1337.72	1414.842	1473.737	1532.04	1590.343	1759.735	1794.302	1828.574	1861.949	1896.129	1930.228
	16.72188	17.68578	18.4212	19.1505	19.8798	21.9963	22.42878	22.85718	23.27436	23.70174	24.1281

2019 COTA/PTA Schedule

COTA/PTA	35563.34	37613.47	39179.25	40729.28	42279.32	46782.67	47701.51	48612.53	49499.87	50408.69	51315.23
	1367.818	1446.676	1506.896	1566.511	1626.126	1799.329	1834.674	1869.717	1903.843	1938.792	1973.658
	17.09812	18.08371	18.83568	19.58139	20.3271	22.49122	22.93343	23.37147	23.79803	24.23503	24.67098

2020 COTA/PTA Schedule

COTA/PTA	36452.43	38553.81	40158.73	41747.52	43336.3	47952.24	48894.05	49827.84	50737.36	51668.91	52598.11
	1402.014	1482.843	1544.568	1605.674	1666.779	1844.312	1880.541	1916.46	1951.439	1987.262	2022.999
	17.52558	18.5358	19.30657	20.07092	20.83527	23.0535	23.50676	23.95575	24.39298	24.8409	25.28776

2021 COTA/PTA Schedule

COTA/PTA	37363.74	39517.65	41162.7	42791.2	44419.71	49151.04	50116.4	51073.53	52005.8	52960.63	53913.06
	1437.064	1519.914	1583.182	1645.816	1708.449	1890.42	1927.555	1964.372	2000.225	2036.943	2073.574
	17.96371	18.9992	19.78923	20.57269	21.35615	23.62983	24.09443	24.55465	25.00281	25.46193	25.91995

2022 COTA/PTA Schedule

COTA/PTA	38297.83	40505.59	42191.77	43860.98	45530.2	50379.82	51369.31	52350.37	53305.94	54284.65	55260.89
	1472.991	1557.912	1622.762	1686.961	1751.16	1937.68	1975.743	2013.481	2050.23	2087.867	2125.413
	18.41281	19.47418	20.28396	21.08701	21.89006	24.22058	24.69679	25.16851	25.62788	26.09848	26.56795

APPENDIX N – ECMC REHAB DEPARTMENT SALARY SCHEDULES

2018 ECMC Rehab Scale

	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	64036.69	65317.42	66623.77	67956.25	69315.36	70701.68	73618.12	74722.40	75843.23	76980.88	78135.59
	2462.95	2512.21	2562.45	2613.70	2665.97	2719.30	2831.47	2873.94	2917.05	2960.81	3005.22
	30.79	31.40	32.03	32.67	33.32	33.99	35.39	35.92	36.46	37.01	37.57

OT/PT/SLP

	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	67348.93	68695.91	70069.83	71471.23	72900.64	74358.66	78021.74	79582.17	81173.81	82797.29	84039.25
	2590.34	2642.15	2694.99	2748.89	2803.87	2859.95	3000.84	3060.86	3122.07	3184.51	3232.28
	32.38	33.03	33.69	34.36	35.05	35.75	37.51	38.26	39.03	39.81	40.40

LEAD/Senior Titles

	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	70109.13	71511.31	72941.54	74400.37	75888.38	77406.15	83927.76	85606.32	87318.45	89064.81	90400.78
	2696.50	2750.44	2805.45	2861.55	2918.78	2977.16	3227.99	3292.55	3358.40	3425.57	3476.96
	33.71	34.38	35.07	35.77	36.48	37.21	40.35	41.16	41.98	42.82	43.46

Supervisors

2019 ECMC Rehab Scale

	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	65477.52	66787.07	68122.80	69485.26	70874.96	72292.47	75274.53	76403.65	77549.70	78712.95	79893.64
	2518.37	2568.73	2620.11	2672.51	2725.96	2780.48	2895.18	2938.61	2982.68	3027.42	3072.83
	31.48	32.11	32.75	33.41	34.07	34.76	36.19	36.73	37.28	37.84	38.41

OT/PT/SLP

	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	68864.28	70241.57	71646.40	73079.33	74540.91	76031.73	79777.23	81372.77	83000.22	84660.23	85930.13
	2648.62	2701.60	2755.63	2810.74	2866.95	2924.30	3068.36	3129.73	3192.31	3256.16	3305.00
	33.11	33.77	34.45	35.13	35.84	36.55	38.35	39.12	39.90	40.70	41.31

LEAD/Senior Titles

	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	71686.58	73120.32	74582.72	76074.38	77595.87	79147.79	85816.14	87532.46	89283.11	91068.77	92434.80
	2757.17	2812.33	2868.57	2925.93	2984.45	3044.14	3300.62	3366.63	3433.97	3502.64	3555.19
	34.46	35.15	35.86	36.57	37.31	38.05	41.26	42.08	42.92	43.78	44.44

Supervisors

2020 ECMC Rehab Scale											
	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	67114.45	68456.74	69825.87	71222.39	72646.83	74099.78	77156.39	78313.74	79488.45	80680.77	81890.98
	2581.33	2632.95	2685.61	2739.32	2794.11	2850.00	2967.56	3012.07	3057.25	3103.11	3149.65
	32.27	32.91	33.57	34.24	34.93	35.63	37.09	37.65	38.22	38.79	39.37
OT/PT/SLP											
	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	70585.89	71997.61	73437.56	74906.31	76404.43	77932.53	81771.66	83407.09	85075.23	86776.73	88078.38
	2714.84	2769.13	2824.52	2881.01	2938.63	2997.40	3145.07	3207.97	3272.12	3337.57	3387.63
	33.94	34.61	35.31	36.01	36.73	37.47	39.31	40.10	40.90	41.72	42.35
LEAD/Senior Titles											
	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	73478.75	74948.33	76447.29	77976.24	79535.76	81126.48	87961.54	89720.77	91515.19	93345.49	94745.67
	2826.10	2882.63	2940.29	2999.08	3059.06	3120.25	3383.14	3450.80	3519.81	3590.21	3644.07
	35.33	36.03	36.75	37.49	38.24	39.00	42.29	43.14	44.00	44.88	45.55
Supervisors											

2021 ECMC Rehab Scale

	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	68792.32	70168.16	71571.52	73002.95	74463.01	75952.27	79085.30	80271.58	81475.66	82697.79	83938.26
	2645.86	2698.78	2752.75	2807.80	2863.96	2921.25	3041.75	3087.37	3133.68	3180.69	3228.40
	33.07	33.73	34.41	35.10	35.80	36.52	38.02	38.59	39.17	39.76	40.36

OT/PT/SLP

	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	72350.53	73797.55	75273.50	76778.97	78314.54	79880.84	83815.95	85492.27	87202.11	88946.15	90280.34
	2782.71	2838.36	2895.13	2953.03	3012.09	3072.34	3223.69	3288.17	3353.92	3421.01	3472.32
	34.78	35.48	36.19	36.91	37.65	38.40	40.30	41.10	41.92	42.76	43.40

LEAD/Senior Titles

	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	75315.72	76822.03	78358.47	79925.64	81524.16	83154.64	90160.58	91963.79	93803.07	95679.12	97114.31
	2896.76	2954.70	3013.79	3074.06	3135.54	3198.25	3467.72	3537.07	3607.81	3679.96	3735.17
	36.21	36.93	37.67	38.43	39.19	39.98	43.35	44.21	45.10	46.00	46.69

Supervisors

2022 ECMC Rehab Scale

	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	70512.12	71922.37	73360.81	74828.03	76324.58	77851.08	81062.44	82278.37	83512.55	84765.24	86036.71
	2712.01	2766.25	2821.57	2878.00	2935.56	2994.28	3117.79	3164.56	3212.02	3260.20	3309.11
OT/PT/SLP	33.90	34.58	35.27	35.98	36.69	37.43	38.97	39.56	40.15	40.75	41.36
	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	74159.30	75642.48	77155.34	78698.44	80272.41	81877.86	85911.35	87629.58	89382.16	91169.80	92537.35
	2852.28	2909.32	2967.51	3026.86	3087.40	3149.15	3304.29	3370.37	3437.77	3506.53	3559.13
LEAD/Senior Titles	35.65	36.37	37.09	37.84	38.59	39.36	41.30	42.13	42.97	43.83	44.49
	0	1	2	3	4	5	A	B	C	D	E
Hire	6 Months										
	77198.61	78742.58	80317.43	81923.79	83562.26	85233.51	92414.59	94262.88	96148.15	98071.10	99542.17
	2969.17	3028.57	3089.14	3150.91	3213.93	3278.21	3554.41	3625.49	3698.00	3771.96	3828.55
Supervisors	37.11	37.86	38.61	39.39	40.17	40.98	44.43	45.32	46.23	47.15	47.86

APPENDIX O – ECMC RADIOLOGY DEPARTMENT SALARY SCHEDULES

2018 ECMC Radiology Scale

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 1	52443.84	53492.71	54562.57	55653.82	56766.90	57902.23	58915.52	59946.55	60995.61	62063.03	63149.13
	2017.07	2057.41	2098.56	2140.53	2183.34	2227.01	2265.98	2305.64	2345.98	2387.04	2428.74
	25.21	25.72	26.23	26.76	27.29	27.84	28.32	28.82	29.33	29.84	30.36
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 2	5685.74	57997.36	59157.31	60340.46	61547.27	62778.21	63719.89	64675.68	65645.82	66630.51	67527.89
	2186.93	2230.67	2275.28	2320.79	2367.20	2414.55	2450.77	2487.53	2524.84	2562.71	2601.12
	27.34	27.88	28.44	29.01	29.59	30.18	30.63	31.09	31.56	32.03	32.51
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 3	58516.28	59686.61	60880.34	62097.95	63339.91	64606.70	65575.81	66559.44	67557.83	68571.20	69599.72
	2250.63	2295.64	2341.55	2388.38	2436.15	2484.87	2522.15	2559.98	2598.38	2637.35	2676.90
	28.13	28.70	29.27	29.85	30.45	31.06	31.53	32.00	32.48	32.97	33.46
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 4	61828.53	63065.10	64326.40	65612.92	66925.18	68263.69	69287.64	70326.96	71381.86	72452.59	73539.37
	2378.02	2425.58	2474.09	2523.57	2574.05	2625.53	2664.91	2704.88	2745.46	2786.64	2828.36
	29.72	30.32	30.93	31.54	32.18	32.82	33.31	33.81	34.32	34.83	35.35
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 5	64588.73	65880.50	67198.11	68542.07	69912.92	71311.17	72380.84	73466.55	74568.55	75687.08	76822.34
	2484.18	2533.87	2584.54	2636.23	2688.96	2742.74	2783.88	2825.64	2868.02	2911.04	2954.65
	31.05	31.67	32.31	32.95	33.61	34.28	34.80	35.32	35.85	36.39	36.94
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 6	67900.97	69258.99	70644.17	72057.05	73498.19	74968.16	76092.68	77234.07	78392.58	79568.47	80761.97
	2611.58	2663.81	2717.08	2771.42	2826.85	2883.39	2926.64	2970.54	3015.10	3060.33	3106.23
	32.65	33.30	33.96	34.64	35.34	36.04	36.58	37.13	37.69	38.25	38.83
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 7	71765.25	73200.56	74664.57	76157.86	77681.02	79234.64	80423.16	8162.98	82853.95	84096.76	85358.20
	2760.20	2815.41	2871.71	2929.15	2987.73	3047.49	3093.20	3139.60	3186.69	3234.49	3283.00
	34.50	35.19	35.90	36.61	37.35	38.09	38.67	39.24	39.83	40.43	41.04
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 8	80597.90	82209.86	83854.05	85531.14	87241.76	88986.59	90321.39	91676.21	93051.36	94447.13	95863.83
	3099.92	3161.92	3225.16	3289.66	3355.45	3422.56	3473.90	3526.01	3578.90	3632.58	3687.01
	38.75	39.52	40.31	41.12	41.94	42.78	43.42	44.08	44.74	45.41	55.24
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 9	102679.51	104733.11	106827.77	108964.32	111143.61	113366.48	115066.98	116792.98	118544.88	120323.05	122127.89
	3949.21	4028.20	4108.76	4190.94	4274.75	4360.25	4425.65	4492.04	4559.42	4627.81	4697.22
	49.36	50.35	51.36	52.39	53.43	54.50	55.32	56.15	56.99	57.85	58.71
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

2019 ECMC Radiology Scale

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 1	53623.82	54696.30	55790.23	56906.03	58044.15	59205.04	60241.12	61295.34	62368.01	63459.45	64569.98
	2062.45	2103.70	2145.78	2188.69	2232.47	2277.12	2316.97	2357.51	2398.77	2440.75	2483.39
	25.78	26.30	26.82	27.36	27.91	28.46	28.96	29.47	29.98	30.51	31.04
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 2	5813.67	59302.30	60488.35	61698.12	62932.08	64190.72	65153.58	66130.89	67122.85	68129.69	69047.26
	2236.13	2280.86	2326.48	2373.00	2420.46	2468.87	2505.91	2543.50	2581.65	2620.37	2659.65
	27.95	28.51	29.08	29.66	30.26	30.86	31.32	31.79	32.27	32.75	33.24
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 3	59832.90	61029.56	62250.15	63495.15	64765.05	66060.35	67051.26	68057.03	69077.88	70114.05	71165.72
	2301.27	2347.29	2394.24	2442.12	2490.96	2540.78	2578.89	2617.58	2656.84	2696.69	2737.13
	28.77	29.34	29.93	30.53	31.14	31.76	32.24	32.72	33.21	33.71	34.21
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 4	63219.67	64484.06	65773.74	67089.22	68431.00	69799.62	70846.62	71909.31	72987.95	74082.77	75194.01
	2431.53	2480.16	2529.76	2580.35	2631.96	2684.60	2724.87	2765.74	2807.23	2849.34	2892.00
	30.39	31.00	31.62	32.25	32.90	33.56	34.06	34.57	35.09	35.62	36.15
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 5	66041.97	67362.81	68710.07	70084.27	71485.96	72915.67	74009.41	75119.55	76246.34	77390.04	78550.84
	2540.08	2590.88	2642.69	2695.55	2749.46	2804.45	2846.52	2889.21	2932.55	2976.54	3021.13
	31.75	32.39	33.03	33.69	34.37	35.06	35.58	36.12	36.66	37.21	37.77
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 6	69428.74	70817.32	72233.66	73678.34	75151.90	76654.94	77804.76	78971.84	80156.41	81358.76	82579.12
	2670.34	2723.74	2778.22	2833.78	2890.46	2948.27	2992.49	3037.38	3082.94	3129.18	3176.12
	33.38	34.05	34.73	35.42	36.13	36.85	37.41	37.97	38.54	39.11	39.70
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 7	73379.97	74847.57	76344.52	77871.41	79428.84	81017.42	82232.68	8346.65	84718.16	85988.93	87278.76
	2822.31	2878.75	2936.33	2995.05	3054.95	3116.05	3162.79	3210.24	3258.39	3307.27	3356.87
	35.28	35.98	36.70	37.44	38.19	38.95	39.54	40.13	40.73	41.34	41.96
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 8	82411.35	84059.58	85740.77	87455.59	89204.70	90988.79	92353.62	93738.93	95145.01	96572.19	98020.76
	3169.67	3233.06	3297.72	3363.68	3430.95	3499.57	3552.06	3605.34	3659.42	3714.32	3769.96
	39.62	40.41	41.22	42.05	42.89	43.74	44.40	45.07	45.74	46.43	56.49
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 9	104989.80	107089.60	109231.39	111416.02	113644.34	115917.23	117655.99	119420.82	121212.14	123030.32	124875.76
	4038.07	4118.83	4201.21	4285.23	4370.94	4458.35	4525.23	4593.11	4662.01	4731.94	4802.90
	50.48	51.49	52.51	53.57	54.64	55.73	56.57	57.41	58.27	59.15	60.04
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

2020 ECMC Radiology Scale

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 1	54964.42	56063.71	57184.98	58328.68	59495.26	60685.16	61747.15	62827.73	63927.21	65045.94	66184.23
	2114.02	2156.30	2199.42	2243.41	2288.28	2334.04	2374.89	2416.45	2458.74	2501.77	2545.47
	26.43	26.95	27.49	28.04	28.60	29.18	29.69	30.21	30.73	31.27	31.82
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 2	5959.01	60784.86	62000.56	63240.57	64505.38	65795.49	66782.42	67784.16	68800.92	69832.94	70773.45
	2292.04	2337.88	2384.64	2432.33	2480.98	2530.60	2568.56	2607.08	2646.19	2685.88	2726.14
	28.65	29.22	29.81	30.40	31.01	31.63	32.11	32.59	33.08	33.57	34.07
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 3	61328.72	62555.30	63806.40	65082.53	66384.18	67711.86	68727.54	69758.46	70804.83	71866.90	72944.86
	2358.80	2405.97	2454.09	2503.17	2553.24	2604.30	2643.37	2683.02	2723.26	2764.11	2805.56
	29.48	30.07	30.68	31.29	31.92	32.55	33.04	33.54	34.04	34.55	35.07
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 4	64800.16	66096.16	67418.08	68766.45	70141.78	71544.61	72617.78	73707.05	74812.65	75934.84	77073.86
	2492.31	2542.16	2593.00	2644.86	2697.76	2751.72	2792.99	2834.89	2877.41	2920.57	2964.30
	31.15	31.78	32.41	33.06	33.72	34.40	34.91	35.44	35.97	36.51	37.05
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 5	67693.02	69046.88	70427.82	71836.38	73273.10	74738.57	75859.65	76997.54	78152.50	79324.79	80514.61
	2603.58	2655.65	2708.76	2762.94	2818.20	2874.56	2917.68	2961.45	3005.87	3050.95	3096.65
	32.54	33.20	33.86	34.54	35.23	35.93	36.47	37.02	37.57	38.14	38.71
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 6	71164.46	72587.75	74039.50	75520.29	77030.70	78571.31	79749.88	80946.13	82160.32	83392.73	84643.59
	2737.09	2791.84	2847.67	2904.63	2962.72	3021.97	3067.30	3113.31	3160.01	3207.41	3255.52
	34.21	34.90	35.60	36.31	37.03	37.78	38.34	38.92	39.50	40.09	40.69
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 7	75214.47	76718.76	78253.13	79818.20	81414.56	83042.85	84288.49	8555.32	86836.12	88138.66	89460.73
	2892.86	2950.72	3009.74	3069.93	3131.33	3193.96	3241.86	3290.49	3339.85	3389.95	3440.79
	36.16	36.88	37.62	38.37	39.14	39.92	40.52	41.13	41.75	42.37	43.01
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 8	84471.64	86161.07	87884.29	89641.98	91434.81	93263.51	94662.46	96082.40	97523.64	98986.49	100471.28
	3248.91	3313.89	3380.17	3447.77	3516.72	3587.06	3640.86	3695.48	3750.91	3807.17	3864.21
	40.61	41.42	42.25	43.10	43.96	44.84	45.51	46.19	46.89	47.59	57.90
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 9	107614.55	109766.84	111962.18	114201.42	116485.45	118815.16	120597.38	122406.35	124242.44	126106.08	127997.66
	4139.02	4221.80	4306.24	4392.36	4480.21	4569.81	4638.36	4707.94	4778.56	4850.23	4922.98
	51.74	52.77	53.83	54.91	56.00	57.12	57.98	58.85	59.73	60.63	61.54
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

2021 ECMC Radiology Scale

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 1	56338.53	57465.30	58614.61	59786.90	60982.64	62202.29	63290.83	64398.42	65525.39	66672.09	67838.84
	2166.87	2210.20	2254.41	2299.50	2345.49	2392.40	2434.26	2476.86	2520.21	2564.31	2609.11
	27.09	27.63	28.18	28.74	29.32	29.91	30.43	30.96	31.50	32.05	32.61
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 2	6107.99	62304.48	63550.57	64821.59	66118.02	67440.38	68451.98	69478.76	70520.94	71578.76	72542.78
	2349.34	2396.33	2444.25	2493.14	2543.00	2593.86	2632.77	2672.26	2712.34	2753.03	2794.29
	29.37	29.95	30.55	31.16	31.79	32.42	32.91	33.40	33.90	34.41	34.92
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 3	62861.94	64119.18	65401.56	66709.59	68043.78	69404.66	70445.73	71502.42	72574.95	73663.58	74768.48
	2417.77	2466.12	2515.44	2565.75	2617.07	2669.41	2709.45	2750.09	2791.34	2833.21	2875.70
	30.22	30.83	31.44	32.07	32.71	33.37	33.87	34.38	34.89	35.42	35.94
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 4	66420.16	67748.57	69103.54	70485.61	71895.32	73333.23	74433.23	75549.72	76682.97	77833.21	79000.70
	2554.62	2605.71	2657.83	2710.98	2765.20	2820.51	2862.82	2905.76	2949.35	2993.59	3038.40
	31.93	32.57	33.22	33.89	34.57	35.26	35.78	36.32	36.87	37.42	37.98
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 5	69385.35	70773.06	72188.52	73632.29	75104.93	76607.03	77756.14	78922.48	80106.32	81307.91	82527.48
	2668.67	2722.04	2776.48	2832.01	2888.65	2946.42	2990.62	3035.48	3081.01	3127.23	3174.07
	33.36	34.03	34.71	35.40	36.11	36.83	37.38	37.94	38.51	39.09	39.68
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 6	72943.57	74402.44	75890.49	77408.30	78956.47	80535.60	81743.63	82969.79	84214.33	85477.55	86759.68
	2805.52	2861.63	2918.86	2977.24	3036.79	3097.52	3143.99	3191.15	3239.01	3287.60	3336.91
	35.07	35.77	36.49	37.22	37.96	38.72	39.30	39.89	40.49	41.09	41.71
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 7	77094.83	78636.73	80209.46	81813.65	83449.93	85118.92	86395.71	8769.20	89007.02	90342.12	91697.25
	2965.19	3024.49	3084.98	3146.68	3209.61	3273.80	3322.91	3372.76	3423.35	3474.70	3526.81
	37.06	37.81	38.56	39.33	40.12	40.92	41.54	42.16	42.79	43.43	44.09
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 8	86583.43	88315.09	90081.40	91883.02	93720.69	95595.10	97029.03	98484.46	99961.73	101461.15	102983.07
	3330.13	3396.73	3464.67	3533.96	3604.64	3676.73	3731.89	3787.86	3844.68	3902.35	3960.82
	41.63	42.46	43.31	44.17	45.06	45.96	46.65	47.35	48.06	48.78	59.35
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 9	110304.91	112511.01	114761.23	117056.46	119397.58	121785.54	123612.32	125466.50	127348.50	129258.73	131197.60
	4242.50	4327.35	4413.89	4502.17	4592.21	4684.06	4754.32	4825.64	4898.02	4971.49	5046.05
	53.03	54.09	55.17	56.28	57.40	58.55	59.43	60.32	61.22	62.14	63.07
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

2022 ECMC Radiology Scale

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 1	57746.99	58901.93	60079.97	61281.57	62507.20	63757.35	64873.10	66008.38	67163.53	68338.89	69534.81
	2221.04	2265.46	2310.77	2356.98	2404.12	2452.21	2495.12	2538.78	2583.21	2628.42	2674.34
	27.76	28.32	28.88	29.46	30.05	30.65	31.19	31.73	32.29	32.86	33.43
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 2	6260.69	63862.10	65139.34	66442.13	67770.97	69126.39	70163.28	71215.73	72283.97	73368.23	74356.35
	2408.07	2456.23	2505.36	2555.47	2606.58	2658.71	2698.59	2739.07	2780.15	2821.86	2864.15
	30.10	30.70	31.32	31.94	32.58	33.23	33.73	34.24	34.75	35.27	35.80
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 3	64433.49	65722.16	67036.60	68377.33	69744.88	71139.78	72206.87	73289.98	74389.33	75505.17	76637.69
	2478.21	2527.78	2578.33	2629.90	2682.50	2736.15	2777.19	2818.85	2861.13	2904.04	2947.59
	30.98	31.60	32.23	32.87	33.53	34.20	34.72	35.24	35.76	36.30	36.84
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 4	68080.67	69442.28	70831.12	72247.75	73692.70	75166.56	76294.06	77438.47	78600.04	79779.04	80975.72
	2618.49	2670.86	2724.27	2778.76	2834.33	2891.02	2934.39	2978.40	3023.08	3068.42	3114.36
	32.73	33.39	34.05	34.73	35.43	36.14	36.68	37.23	37.79	38.36	38.93
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 5	71119.98	72542.38	73993.23	75473.09	76982.56	78522.21	79700.04	80895.54	82108.97	83340.61	84590.67
	2735.38	2790.09	2845.89	2902.81	2960.87	3020.08	3065.39	3111.37	3158.04	3205.41	3253.42
	34.19	34.88	35.57	36.29	37.01	37.75	38.32	38.89	39.48	40.07	40.67
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 6	74767.16	76262.50	77787.75	79343.51	80930.38	82548.99	83787.22	85044.03	86319.69	87614.49	88928.68
	2875.66	2933.17	2991.84	3051.67	3112.71	3174.96	3222.59	3270.92	3319.99	3369.79	3420.33
	35.95	36.67	37.40	38.15	38.91	39.69	40.28	40.89	41.50	42.12	42.75
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 7	79022.20	80602.65	82214.70	83858.99	85536.17	87246.90	88555.60	8988.43	91232.19	92600.68	93989.68
	3039.32	3100.10	3162.10	3225.35	3289.85	3355.65	3405.98	3457.07	3508.93	3561.56	3614.98
	37.99	38.75	39.53	40.32	41.12	41.95	42.57	43.21	43.86	44.52	45.19
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 8	88748.01	90522.97	92333.43	94180.10	96063.70	97984.98	99454.75	100946.57	102460.77	103997.68	105557.64
	3413.38	3481.65	3551.29	3622.31	3694.76	3768.65	3825.18	3882.56	3940.80	3999.91	4059.84
	42.67	43.52	44.39	45.28	46.18	47.11	47.81	48.53	49.26	50.00	60.83
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 9	113062.54	115323.79	117630.26	119982.87	122382.52	124830.18	126702.63	128603.17	130532.21	132490.20	134477.54
	4348.56	4435.53	4524.24	4614.73	4707.02	4801.16	4873.18	4946.28	5020.47	5095.78	5172.20
	54.36	55.44	56.55	57.68	58.84	60.01	60.91	61.83	62.76	63.70	64.65
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

